

Social Responsibility Policy

We recognise that we must consider all economic, social, and environmental aspects of our everyday activities. Our leadership and actions affect not only our staff and customers, but also our suppliers, the local community, and the environment. To this end, we have a series of operating policies which serve as a guide to our employees in all aspects of their work.

Ethical Business Conduct

We value the principles of accountability, honesty and integrity in all aspects of our business. Our policy is to conduct business in a way which ensures:

- Fair treatment of all employees and customers
- Transparency of our business procedures and practices
- High standards in all matters relating to health, safety and the environment
- Ethical business practices throughout our operations

Our Employees

Employees are our most valuable asset. We therefore strive to:

- Offer employees fair terms of employment and remuneration
- Provide the necessary resources for personal development
- Operate an equal opportunity for all, as set in the Equality Diversity Policy
- Maintain a clean, healthy and safe working environment

Community Investment

We seek to give something back to the local communities in which we operate. We achieve this by:

- Encouraging staff to help local community organisations and projects
- Providing a budget each year for charitable donations
- Giving sponsorship to local sports clubs

The Environment

We endeavour to improve our environmental performance through the implementation of our Environmental Policy.

Signed



4th January 2023