



## **Social Responsibility Policy**

### **1. Purpose**

This policy outlines the organisation's commitment to conducting its activities in an ethical, sustainable, and socially responsible manner. We aim to contribute positively to society while minimising negative social, environmental, and economic impacts.

### **2. Scope**

This policy applies to all employees, management, contractors, suppliers, and partners involved in the organisation's operations.

### **3. Ethical Conduct**

We commit to:

- Acting with integrity, honesty, and transparency
- Complying with all applicable laws and regulations
- Preventing corruption, bribery, and unethical behaviour
- Promoting fair competition and responsible decision-making

### **4. Human Rights & Labour Practices**

We respect and support internationally recognised human rights by:

- Providing a safe, healthy, and inclusive workplace
- Prohibiting discrimination, harassment, forced labour, and child labour
- Supporting fair wages, reasonable working hours, and freedom of association
- Encouraging diversity, equity, and equal opportunity

### **5. Environmental Responsibility**

We strive to reduce our environmental impact by:

- Using resources efficiently and minimising waste

- Reducing emissions and pollution where possible (EV'S)
- Promoting sustainable practices and environmental awareness
- Supporting environmentally responsible suppliers and partners

## **6. Community Engagement**

We aim to positively impact the communities in which we operate by:

- Supporting local development and social initiatives
- Encouraging employee volunteering and civic engagement
- Respecting local cultures and traditions
- Contributing to education, health, and social well-being where feasible

## **7. Responsible Supply Chain**

We expect our suppliers and partners to:

- Adhere to ethical, labour, and environmental standards
- Operate in compliance with applicable laws
- Share our commitment to social responsibility and sustainability

## **8. Accountability & Continuous Improvement**

We will:

- Monitor and review our social responsibility practices regularly
- Address concerns and grievances fairly and promptly
- Seek continuous improvement through feedback and performance evaluation
- Communicate our social responsibility efforts transparently

## **9. Policy Review**

This policy will be reviewed periodically to ensure it remains relevant, effective, and aligned with best practices.

**P. Trim**

**HR & Quality Standards Manager**

**1<sup>st</sup> February 2026**