



CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

INTRODUCTION

Our success as a business depends not just upon an ongoing delivery of profitable projects, but also in our ability to honour our wider commitment to society as a whole.

As a Company it is our corporate responsibility to ensure our business is carried out in a manner that is safe, sustainable, respectful of the environment and socially responsible. We recognise that our operations may have an impact on people's lives not only in the work place but also throughout the lifetime of the assets and infrastructure we create and manage.

OUR PEOPLE

- **Staff**

We are committed to providing a working environment where all employees are treated with courtesy, dignity and respect regardless of gender, age, disability or ethnicity. We are dedicated to creating a learning culture whereby training opportunities are available to our people for greater achievement, thus supporting our staff in realising their own potential.

We strive to utilise the full talents of our people and ensure that they act responsibly with integrity as they work with our supply chain to deliver the best possible service for our clients and the general public. The performance of our teams is the key to the quality of service that we are able to provide.

We do not employ any person below the age of sixteen years at the workplace. We prohibit the use of child labour and forced or compulsory labour at all times. No employee is made to work against his/her will or work as bonded/forced labour, or subject to corporal punishment or coercion of any type related to work. We do not permit minors under the age of 16 to enter the factory as workers.

We maintain a culture which is both healthy and safe to our employees and take full regard of any and all health and safety issues as they may affect their employment within the Company. To that end we encourage full disclosure of any health or safety issues as they occur and undertake to offer all practicable assistance in resolving these. We maintain a Health and Safety Policy, in compliance with ISO 45001:2018.

- **Client**

The success of our business lies in meeting and exceeding client expectations. Our ability to do this is governed by the expertise of our employees; the quality of the other parties with whom we work and providing an innovative, value added solution for our clients.

To deliver client satisfaction, we work in partnership to deliver projects on time, safely and with attention and diligence to the environment. We work with them to support and develop sustainable solutions.



- **Ethics**

In recognising our obligations to all interested parties, the Company demands the highest ethical standards of behaviour and approach from all those who operate in the Company name and actively encourages the exposure of any practices which may injure the reputation of the Company or any of its employees.

The Company believes that integrity in its dealings with clients is essential for the development of successful and sustained business relationships. The Company takes all reasonable care to ensure that it does not give inadequate or misleading descriptions of the products and services that it provides.

The Company competes vigorously, but honestly, with other companies in their respective sectors and does not attempt to acquire information regarding a competitor's business by disreputable means.

The Company maintains the due confidentiality of customer data and commercially sensitive information.

Information received by employees in the course of business dealings shall not be used for personal gain or for any inappropriate purpose except that for which it is expressly provided.

No employees shall give or receive money or hospitality, gifts, services, benefits in kind or other favours of significant value to or from a customer or other persons who may influence a customer which could be construed as being or being intended to be a bribe.

The Company continuously strives to develop relationships with its suppliers based on a partnering approach to business and on mutual trust. The Company endeavours to pay its suppliers promptly and according to agreed terms

OUR COMMUNITY

All projects may have an impact on the community, the client and the environment and we take a proactive approach to ensure that our work causes the minimum of disruption to our neighbours and the community.

We aim to reduce the impact our operations have on local communities and seek to make a positive contribution to the communities within which we work. This includes minimising disruption; fostering local involvement and enterprise through the use of local labour, equipment, materials and supply chain partners; engaging effectively with local communities by communicating and encouraging feedback about our operations.

OUR ENVIRONMENT

We acknowledge our responsibility to the natural environment and strive to minimise any negative impact from our operations. We accept that our business affects the environment in many ways, and we have a responsible and pro-active attitude and are committed to operating in an environmentally sustainable manner by playing our part in reducing carbon emissions to help tackle climate change.



This includes making the most efficient use of energy, reducing waste, recycling materials, using materials from sustainable sources, keeping pollution, noise and dust to a minimum and the use of environmentally friendly materials in the design of energy efficient facilities.

We take all reasonable steps to manage our operations so as to minimise our environmental impact and promote good environmental practice. A demonstration of our continued commitment to the environment is our ongoing accreditation to ISO 14001:2015.

OUR COMMITMENT

Implementation of this Policy is the responsibility of the Company's directors who adopt a zero tolerance towards its breach. Employment contracts and other records, documenting all relevant details of the employees, including age, are securely maintained and are open to verification subject to current legislation covering the security of private information.

This Corporate and Social Policy is made publicly available throughout the Company and is clearly communicated to all employees in a manner in which it can be understood through induction programmes and the Company Handbook.

This Policy will be reviewed annually as part of the Management Review process.

Karen Gant

Date March 2021

Managing Director
For and on behalf of Skar Precision Mouldings Ltd