



CORPORATE SOCIAL RESPONSIBILITY

Skar Precision Mouldings Ltd is committed to operating responsibly, ethically and sustainably. Our success depends not only on the quality and safety of its products but also on the positive impact we have on our employees, customers, supply chain, community and environment.

Our People

We aim to create a safe, respectful and inclusive workplace where all employees can thrive by committing to:

- Create positive culture and provide equal opportunities regardless of age, gender, disability, race or background.
- Offer training and professional development to help employees reach their potential.
- Maintain a safe and healthy working environment in line with **ISO45001:2018**
- Prohibit child labour, forced labour or any form of coercion.
- Promote openness, integrity and accountability in all working relationships.

Customers and Ethics

We conduct all business to the highest ethical standards and commit to:

- Deliver high quality reliable solutions that meet or exceed client expectations.
- Compete fairly and never seek information through unethical means.
- Protect confidential information and personal data
- Strictly prohibit bribery, corruption or improper gifts.
- Communicate clearly and honestly about our products and services.
- Recognise our responsibility to deliver products that are safe, reliable and compliant with customer, legal and regulatory requirements in line with **ISO9001:2015, ISO13485:2016 and BRCGS**

Packaging Materials

Supply Chain

We work with suppliers who share our values and commit to:

- Building long-term, transparent and fair relationships.
- Paying suppliers promptly according to agreed terms.
- Encouraging responsible sourcing and environmental stewardship throughout our supply chain.

Community

We aim to make a positive contribution to the communities where we operate by:

- Minimising disruption from our operations
- Supporting local employment and suppliers where practical
- Engaging openly with the public and addressing concerns promptly.

Environment

We recognise our responsibility to reduce environmental impact and protect natural resources by:

- Operating in compliance with **ISO14001:2015**.
- Reducing waste and increasing recycling.
- Minimising energy consumption and carbon emissions.
- Preventing pollution, noise and dust where possible.

Compliance

- Directors are responsible for implementing this Policy Statement and maintaining zero tolerance stance on breaches.
- All employees receive this Policy Statement during induction and through the Company Handbook.
- We maintain accurate and secure employee and operational records in line with legal requirements
- This Policy Statement is reviewed annually as part of our Management Review process.

Signed: *K D Gant*

Date: *04/02/2026*

Managing Director