



Social Responsibility Policy Statement

“Helping to build a fair, green and inclusive future”

We are guided by the principle that businesses have a powerful role in promoting positive social change. Our Social Responsibility Policy is a testament to our commitment to ethical conduct, sustainability, and social responsibility in every aspect of our operations. This policy is underpinned by our dedication to the United Nations Universal Declaration of Human Rights, ensuring that our business practices promote human dignity, equality, and respect. We aim to make a meaningful impact in the communities where we operate, contributing to their well-being while protecting our planet and ensuring fair and ethical treatment of all individuals.

Our Commitments

- **Respect for Human Rights:** In alignment with the United Nations Universal Declaration of Human Rights, we commit to upholding the fundamental human rights in all our business operations and in our relationships with our employees, partners, and suppliers. This includes the right to freedom, equality, and dignity without discrimination.
- **Community Engagement and Development:** We engage in and contribute to the communities where we work, aiming to support sustainable development and enhance the quality of life through local partnerships.
- **Environmental Sustainability:** Our commitment to environmental stewardship is unwavering. We strive for sustainability in our operations by minimising our environmental impact, prioritising waste reduction, energy efficiency, responsible sourcing, and the development of eco-friendly products.
- **Ethical Business Practices:** Ethical integrity and transparency are the cornerstones of our business. We adhere to the highest ethical standards, ensuring all our business activities are conducted lawfully and transparently.
- **Equality, Diversity and Inclusion:** We embrace and celebrate diversity, fostering an inclusive environment where all employees are valued, respected, and provided with equal opportunities to thrive.

- **Fair Labour Practices:** Aligned with our human rights commitment, we ensure fair labour practices across our supply chain, advocating for safe working conditions, fair compensation, and the freedom for workers to express their concerns.
- **Consumer Rights:** Our respect for consumers is reflected in our commitment to fairness, privacy, and safety in our products and services, ensuring we meet their needs with integrity and transparency.

Implementation and Monitoring

- **Responsibility and Governance:** Our Managing Director, supported by senior management team, oversees the policy's implementation, ensuring our business aligns with our ethical, environmental, and social objectives.
- **Employee Involvement:** Employees at all levels are encouraged to embody the principles of this policy, contributing to our collective social responsibility goals.
- **Stakeholder Engagement:** We engage with stakeholders to understand their perspectives and integrate their feedback into our continuous improvement efforts.
- **Continuous Improvement:** Our policy is dynamic, reflecting ongoing developments in practices and stakeholder expectations.

We are committed to being a force for good in the world. By integrating the principles of the United Nations Universal Declaration of Human Rights into our operations, we pledge to not only achieve our business goals but to do so in a manner that respects human dignity and promotes a more just and sustainable world. Our dedication to social responsibility is at the heart of who we are and what we do, driving us to create lasting, positive impacts in our global community.



Original Signed

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John Constable
Chairman & Professional Head
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