

Corporate Social Responsibility Policy

Introduction

We are dedicated to being a responsible corporate business entity and contributing positively to society and the environment. Our CSR (Corporate Social Responsibility) mission is to use our resources, expertise, and influence to make a meaningful and sustainable impact across our community. We are committed to ethical business practices, environmental stewardship, social equity, and fostering innovation to create a better world for current and future generations.

Protecting Our Environment

In line with our Environmental Pillar of Sustainability we are committed to the following actions:

Energy:

Our business has a long-term commitment to reducing energy consumption, as we aim to cut our reliance on fossil fuels. We plan on reducing greenhouse gas emissions by 30% by 2030 and achieving Net Zero by 2050 or before. We aim to use science-based targets to understand our real contribution to climate change reduction while measuring and managing our progress towards a de-carbonised economy for the future.

Water:

We understand the risks to the resources we rely upon and so we take steps to conserve, capture and repurpose. We will explore and assess the feasibility of water storage and its repurposing across our office and manufacturing sites, while educating staff on responsible consumption of our valuable resources.

Waste:

As a result of our activities, solid waste both mixed and bulky is being produced at our premises. Waste must always be segregated into the correct streams, and employees educated on the importance of recycling to reduce the amount of waste going to landfill. We strive to reduce not only the amount of waste in landfill but also in recycling through responsible consumption and conversations with our main suppliers. We hope to eliminate the majority of our waste in the future through the evolution of the design process.

Biodiversity:

As a key indicator to a healthy environment, we recognise our potential in actively playing a role in the conservation, promotion, and restoration of biodiversity in our locality. We are fully committed to restoring biodiversity locally in line with recognised organisations and strategies, while collaborating with other industries and partners to achieve maximum impact.

Protecting Our People

Our Social Pillar of sustainability considers the protection and development of our employees through the provision of a work environment that allows them to express their individualism, while offering the necessary support mechanisms.

Physical Health & Mental Wellbeing:

We promote a holistic, whole person, whole organisational approach to health and wellbeing, leading to a healthier, happier, and more engaged workforce. Wellbeing is positioned and recognised as a primary driver of performance and productivity. We want to ensure that our workplace is an enriching one for both physical and mental health. We ensure that our Health and Wellbeing support is proactive and preventative rather than solely reactive and crisis management.

Education & Development:

We strive to provide decent work opportunities, both for our direct and indirect employees that offers security, workers' rights, and fair income. We advocate leadership at all levels of business, the idea being that irrespective of where an employee sits within the business, they have a responsibility to contribute to the business being responsible.

We understand how the changing nature of work will affect our business and individual workers, and we take action to support our employees. We support and promote employees at all levels undertaking Continued Professional Development.

Equality, Diversity & Inclusion:

Diversity is a key factor when it comes to sustainability, innovation, and the longevity of a brand. We believe that embracing equality and diversity in the workplace benefits not only our brand but also individual employees, teams, and our community. All our employees bring their own background, work style, distinct capabilities, experience and characteristics to their work. We recognise that our talented and diverse workforce reflects the diversity of our customers and community at large.

We are cognisant of the fact that we operate within a male dominated sphere and are continuously striving to develop a more diverse and inclusive work environment. We recognise the importance of building awareness at all levels of our organisation, as we firmly believe that we can play an important role in the advancement of gender equity. We recognise that diversity among our employees is a key factor to our future success and so we protect and celebrate the cultural uniqueness of our staff.

Community Engagement

As a company, we are committed to actively engaging with the stakeholders in our local community. We contribute our time and resources to charitable activities through our Community Support Fund, with a focus on local projects that align with our CSR/Sustainability

goals. Employees are encouraged to participate in group volunteer programmes and many of our staff are engaged in private voluntary groups also.

We actively support community education programs that enhance learning opportunities and promote social equity within our community, many of which are linked to environmental stewardship and biodiversity. We recognise the intrinsic value of engaging with the young learners of our community and we utilise our position to help educate the future stewards of the environment while adding increased social value to our area. We endeavour to increase our community presence in the future as we actively seek out more opportunities for collaboration.

Our Customers

Quality:

Our customers can rest safe in the knowledge that we adhere to the highest regulated standards from the EMA, ISO and FDA. We are committed to health & safety, quality, and the environment and are accredited under ISO 9001:2015 and ISO 45001:2018.

Ethical Business:

Our Employee Handbook openly sets out the expectations for all our staff when conducting affairs relating to the company and their job within. All staff bear a responsibility to act as ambassadors for the company in terms of their general conduct both within and outside the organisation. Our company operates as an ethical and responsible entity with a strict Anti-bribery and Corruption policy, in line with all relevant legislation and statutory instruments of the criminal justice system. We recognise that to achieve a working environment in which team-spirit and commitment to company goals and ethical values are maintained, we all have a duty to ensure employees are protected and treated fairly with dignity and respect.

Data Protection:

Our company operates a strict and robust *Data Protection Policy* which clearly defines the measures and controls the company subscribes to when handling personal and situational information. Responsibility for the implementation of this document sits firmly with the Managing Director while it is the responsibility of all employees to ensure that it is followed. We understand that keeping information confidential is one of the most important principles of our work and fosters a culture of professional trust.

Future Actions:

Consistent with these issues, we continue our journey towards Net Zero through many actions and initiatives including the following:

Environmental:

- Achieve Net Zero Carbon emissions by 2050.
- Measure and reduce our Carbon footprint by 30% across scope 1&2 by 2030.
- Educate our staff on the importance of responsible consumption in relation to both energy and natural resources.

- Monitor and lower waste levels destined for landfill while seeking ways to reduce packaging on products procured.
- Promote recycling, and the use of recycled materials, while reducing consumption of raw materials where possible.
- Encourage the development of a circular economy approach that keeps resources in use for as long as possible, extracting the maximum value from them whilst in use, then facilitating the recovery and regeneration of products and materials at the end of their life.
- Support and promote initiatives aimed at conserving biodiversity and ecosystems, as we recognise our responsibility to protect and preserve natural habitats in the areas where we operate.
- Co-ordinate route planning and delivery schedules to realise the benefits of reduced fuel consumption and lower exhaust emissions.
- Conduct a feasibility study on the capturing and repurposing of rainwater at our premises.
- Monitor and adapt our performance accordingly in relation to the environmental principles outlined herein.

Social:

- Ensure all new employees are connected with an Employee Assistance Programme to provide additional support in areas of mental health and physical wellbeing.
- Retain Workers' physical health and safety as central to all work practises carried out.
- Continually update employee's knowledge set and expertise through our Toolbox Talks in line with our Sustainability Calendar topics.
- Further alignment and collaboration of our Community Education Team with the local schools and libraries.
- Support the education of the local community on the biodiversity in our surrounding area.
- Promote and facilitate further engagement through incentivised initiatives for the young learners of our community.
- Explore and expand on collaborations with local groups on issues of sustainability and climate change.
- Facilitate the employee's ideas arising from the various Sustainability Teams and Forum.
- Contribute our time and resources to charitable activities through our Community Support Fund and volunteering opportunities.

This document reflects the company's commitment to corporate social responsibility and outlines our core principles for making a positive impact for both the environment and society.

This policy will be communicated to all Stakeholders and reviewed periodically by our Board of Directors to ensure that it continues to meet the specific needs of our business.

Signed:



Rev:00

Jimmy Byrne

Managing Director

A handwritten signature in black ink, appearing to be 'JB' or similar, enclosed within a circular scribble.

1-1-26