

## **Corporate and Social Responsibility**

The Group is committed to upholding the highest standards of ethical and professional behaviour with regard to all relevant stakeholders while providing high quality and service in all its areas of operation.

This translates to a working ethos to maintain long term partnerships based on integrity and honesty, treating our employees, customers and our suppliers with respect and maintaining the values of a family company.

### **Employees**

Company employees' contributions are fundamental to the performance and continued success of the Company business. All employees are treated equally and fairly in all aspects of their employment. The Group is committed to investment in training to assist employees in developing their full potential for the business and their futures.

We do not discriminate on grounds of race, religion, ethnicity, sexual orientation or gender.

### **Health and Safety**

Health and safety is a critical aspect of our day to day activities and we have a dedicated health and safety management team across all of our sites which monitors, maintains and improves safety standards and carries out training as appropriate to ensure that all of our employees and visitors operate in a safe working environment.

### **Our Suppliers**

We believe in long term mutually beneficial relationships with our suppliers as our experience has proven a trading partnership based on respect, trust and long- term commitment is the best way to provide the business continuity and levels of support we need to deliver on our own commitment to quality and service.

### **Our Customers**

Our customers are vital to the ongoing success of the Group. Respect, trust and long-term commitment play a vital part in enabling the group to maintain its position in the market place to ensure that our positive commitment to quality and service is continuous in all our activities with our customer base.

### **The Environment**

The Group is committed to establish, maintain, fulfil, constantly review and improve the environmental performance of its activities. We believe that with our experience, resources and talent we can make considerable reductions to the impact our activities may have on the environment.

Signed:

A handwritten signature in blue ink, appearing to read 'R. J. Rowlinson', written over a blue diagonal line that extends from the top left towards the center.

Date:

19/7/22

Name:

Mr. R. J. Rowlinson

Position:

Group Chairman