

## Corporate Social Responsibility Policy

Saftronics through its managers and through its people is committed to promoting protection of the environment; supporting charities and local communities through the actions of its employees; promoting equal opportunities; ensuring safe and efficient working practices; and working with suppliers who uphold similar values.

### People

Here at Saftronics we:

- Provide clear and fair terms of employment for our employees
- Provide clean, healthy and safe working conditions
- Operate a fair remuneration policy
- Strive for equal opportunities for all present and potential employees
- Encourage employees to develop skills and progress in their careers
- Encourage a working environment with zero tolerance to bullying or to any form of harassment linked to an individual's sex or other personal characteristics.

### Freedom of Association and Collective Bargaining

We support freedom of association and collective bargaining as part of our commitment in supporting the fair and equal treatment of our employees.

We pride ourselves on our 'open door' policy in which any employee irrespective of their position within the company has the opportunity to speak to management on issues of importance to them either individually or collectively.

### Equal Opportunities

The Company provides safeguards to ensure all employees are treated with respect regardless of race, sex, marital status, age, nationality, ethnic origin, religious belief, sexual orientation or disability; and to ensure that no employee suffers harassment or intimidation.

### Health, Safety and Welfare at Work

This Statement should also be read in conjunction with our Health and Safety Policy.

The health and safety, welfare and wellbeing of employees is of paramount importance to the Company through the implementation and management of a management system certified to BS OHSAS 18001:2007

### Environmental Issues

This Statement should also be read in conjunction with our Quality & Environmental Policies.

Environmental savings make good business sense. Our primary objective is to minimise our carbon footprint and any negative impact we may have on the environment. The Company is committed to the following:

- The identification, reduction and disposal of waste arising from our operations in a manner that minimises harm to the environment and prevents pollution of land, air and water
- To encourage our suppliers and subcontractors to implement good environmental practices and procedures which support our own objectives and targets

### Stakeholders

The Company takes into account the interest of all its stakeholders including our employees, our customers and our suppliers, as well as the local community and the environment in which we operate. Our reputation is one of our key assets, adhering to the highest standards of integrity, personal conduct, ethics and fairness is deemed to be of vital importance.

### Anti-Slavery and Human Trafficking

Saftronics Limited is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour.

Saftronics Limited believes that it has a responsibility for promoting ethical and lawful employment practices.

We at Saftronics Limited will not knowingly use unlawful child labour or forced labour in any of the commodities, products and/or services it provides, nor will we accept commodities, products and/or services from suppliers that employ or utilize child labour or forced labour.

### **Anti Bribery and Corruption**

This statement should be read in conjunction with our Anti Bribery Policy

Bribery is the offering, promising, giving, accepting or soliciting of an advantage as an inducement for action which is illegal or a breach of trust. A bribe is an inducement or reward offered, promised or provided in order to gain any commercial, contractual, regulatory or personal advantage.

It is our policy to conduct all of our business in an honest and ethical manner. We take a zero tolerance approach to bribery and corruption. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate and implementing and enforcing effective systems to counter bribery.

We will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which we operate. However, we remain bound by the laws of the UK, including the Bribery Act 2010, in respect of our conduct both at home and abroad.

#### **Customers - Saftronics will:**

- Seek to be honest and fair in our relationships with customers
- Provide the standards of product and service that have been agreed
- Take all reasonable steps to ensure the safety and quality of products or services that supplied

#### **Suppliers - Saftronics will:**

- Seek to be honest and fair in our relationships with suppliers and subcontractors
- Pay suppliers and subcontractors in accordance with agreed terms
- Not offer, pay or accept bribes
- Encourage suppliers and subcontractors to abide by the same standards and principles.

#### **Local Communities - Saftronics will:**

- Aim to be sensitive to the local community's cultural, social and economic needs
- Endeavour to protect and preserve the environment wherever Saftronics' operates

Ultimate responsibility for this Corporate Responsibility Policy lies with the Managing Director. However, the continuing success of Saftronics depends upon everyone working as a team to enhance our performance.

Mark C Godfrey, Managing Director

Reviewed: January 2016

Next Planned Review: February 2017