



Corporate and Social Responsibility Policy

CSR is defined as the integration of business operations and values, whereby the interests of all stakeholders including investors, customers, employees, the community and the environment are reflected in the company's policies and actions.

Commitment

EPSCO are committed to continuous improvement in our Corporate and Social Responsibility (CSR) strategy. We will encourage our business partners to strive for matching performance, acting in a socially responsible way, continually improving our performance. This will encompass satisfying all relevant legislative requirements and encouraging our staff to be mindful of the effect of their actions on any natural resource.

Purpose and Aims

The purpose of the policy is to make clear to all stakeholders how we define CSR and how we propose to work towards achieving it. This CSR policy applies throughout all operations and governs our approach to all our business activities. In implementing this policy we aim to be responsible and to demonstrate good practice.

Standards of Business Conduct

- We recognise that good CSR embraces all aspects of sustainable development and the way we affect people through our business operations;
- We will assess which social issues are of most relevance to the contract and decide at what stage in the business lifecycle this social policy could most effectively and legally be included;
- We shall operate in a way that safeguards against unfair business practices;
- We believe that a responsible approach to developing relationships between companies and the communities they serve, global or local, is a vital part of delivering business success;
- When carrying out our business, in consultation with our customers, we will determine the environmental, social and economic issues;
- Our contracts will clearly set out the agreed terms, conditions and the basis for our relationship;
- We will continually review our policies and business practices to encourage engagement with small and medium enterprises and to promote the development of the regional supply chain.

Corporate Governance

We will share and declare information on personal and corporate conflicts of interest and seek guidance from higher authority before acting. We are committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional and legal standards. All the laws that regulate and apply will be complied with. We endeavour to ensure that stakeholders have confidence in the decision-making and management processes of the company, by the conduct and professionalism of all staff. We do this by continually training and developing our staff. All groups and individuals with whom we have a business relationship will be treated in a fair, open and respectful manner. Competition will be reasonable and based upon the quality, value and integrity of the products and services being supplied. Feedback on performance will be actively sought, and we will continually review all activities to ensure best practice is observed at all times. We will allow our customers and vendors to give feedback on our performance and ensure that all customer comments are analysed, responded to and where appropriate, acted upon.



Sustainability & The Environment

EPSCO principles, policies and procedures aim to deliver sustainable business activities within the Company and will prompt to staff to consider sustainability as far as possible in all operations and developments. As part of this we undertake to maintain and effective environmental management system. We endeavour to reduce our impact on the environment through continual improvement measures and work with our clients and suppliers to reduce production, consumption and disposals associated with our operations.

Our business demands international and cross border movements, but we believe in maximising local sourcing. We will take steps to understand how we can effectively support development of areas and communities local to our operations

Health & Safety

Our company feels that we have a moral obligation to ensure our staff return from work healthy and safe, following every shift, for the duration of their employment. As part of this, we are committed to a dedicated policy and management systems that ensures everyone understand that *“no job is so important that we do not have time to do it safely”*.

Human Rights

We aim to support and respect the protection of internationally proclaimed human rights. Our suppliers are required to observe international human rights norms within their work.

Equality and Diversity

We aim to eliminate discrimination on any grounds and promote equality of opportunity internally and throughout our operation. We will ensure that our customers and suppliers are able to work together in confidence and be treated with respect by each party. Our range of contracts will take account of the needs of a diverse customer base.

Supply Chain, Ethics & Ethical Trading

We will ensure clear visibility through our activities, ensuring we know where all products are made. Training will be provided to relevant people on environmental and social issues affecting our activities. We will ensure our key suppliers uphold the workplace standards and behaviours consistent with the Company's requirements.

Bribery Act 2010

In order to ensure compliance with the Bribery Act 2010, we keep tight control of the actions of our employees and closely monitor our staff's interaction with clients so to prevent any circumstances where activities falling within the scope of the act. All transactions by staff and directors are subject to strict oversight and supervision which helps to limit ability to breach rules along with deterring and preventing possible contravening actions.

Signed: 

Review Date: 4/6/18

Stuart Smith
Managing Director
EPSCO Ltd