



CORPORATE SOCIAL RESPONSIBILITY POLICY

The purpose of this document is to define our business standards and ethics.

The CSR policy applies throughout and governs our approach to all activities

In implementing this policy, we are committed to:

- Continuous improvement in our Corporate and Social Responsibility (CSR) strategy
- Encouraging our business partners to strive for matching performance
- Acting in a socially responsible way
- Continually improving our performance and meeting all relevant legislation
- Encouraging our staff to be mindful of the effect of their actions on any natural resource

We recognise that this 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 procurement 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 our customers and suppliers
- It is an express condition of employment that all personnel agree to and are legally bound by the policies defined in our Employee Handbook. This is regularly updated to take account of current legislation and best practice

Corporate Governance

- We will ensure that our business is conducted in all respects according to ethical, professional and legal standards
- We will comply with all current laws and regulations and seek professional advice when necessary
- All groups and individuals with whom we have a business relationship will be treated in a fair, open and respectful manner
- Feedback on performance will be actively sought, and we will continually review all activities to ensure best practice is observed at all times

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A Locker Group Company



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- 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
- We will strive to achieve continuous improvement

Environment

- We will reduce our impact on the environment through a commitment to continual improvement
- We will continue to work with our vendors to reduce their impact on the environment
- We will regularly monitor our processes
- Our customers will be informed of the key issues involved in procurement so they can make informed purchases to reduce their impact on the environment

Human Rights

We aim to support and respect the protection of internationally proclaimed human rights

- Vendors are actively encouraged to observe international human rights within their work.

Equality and Diversity

We will not discriminate against any employee or prospective employee on the grounds of any of the following:

- Colour
- Race
- Nationality
- Ethnic origin
- Social background
- Religion
- Sex
- Sexual orientation
- Marital status

If any employee believes that he or she has been the victim of any form of discrimination, they have the right to have the complaint investigated internally and a procedure already exists to accommodate such complaints.

In the event that the complaint is not satisfactorily concluded we recognise that they have recourse to an independent tribunal.

Sustainability

We will endeavour to provide the following to all of our employees

- Economic security
- Improved lifestyle and working standards
- Awareness of the environment

In order to achieve these objectives we will aim to implement a sustainability business strategy which will focus on the following

- Promotion of sustainable practices
- Provide continual education and training for all staff on sustainability issues
- Regularly monitor practises and performance
- Ensure management are fully compliant and supportive of all actions
- Support innovative approaches towards implementation of sustainability strategies
- Maintain management systems to assist with implementation of sustainability objectives
- Aim to use resources efficiently and to minimise waste, usage of water, energy and other consumables
- Work towards minimising carbon emissions and reducing pollution
- Move towards sustainable procurement of goods and services

Biodiversity

We actively encourage the use of sustainable practices in the maintenance of the Company grounds and premises.

Suppliers

- We will ensure that suppliers uphold the workplace standards and behaviours consistent with the Company's requirements
- We shall encourage suppliers to adopt responsible business policies and practices
- Suppliers are regarded as partners and we will work with them to help us achieve our policy aspirations in the delivery of our products and services
- A documented environmental and social assessment will be undertaken for every new contracted supplier
- We are committed to ensuring that the welfare of workers and labour conditions within our supply chain meet or exceed recognised standards
- We will ensure that all of our suppliers behave in a socially responsible way. This includes environmentally-friendly products
- We will regularly assess our suppliers to monitor compliance and performance
- We will reduce the amount of packaging and transit where possible



Andrew Campbell
Chief Executive Officer
Locker Group Ltd

13th January 2023