

HC SLINGSBY PLC

Corporate Social Responsibility Policy

The Board of Directors of HC Slingsby Plc recognise the Company's obligation to carry out its business in an ethical, responsible and sustainable manner whilst meeting the expectations of our stakeholders, customers, employees, investors, suppliers, the community and the environment. This policy sets out our core principles and specifies the organisational systems which enable our principles to be delivered in practice.

Our core principles as a company are

- Honesty: to provide products and services which are of high quality, dependable and reliable
- Efficiency: to make the most of resources, time and energy
- Responsiveness: to meet customer needs and change with these

Our core principles have remained unchanged throughout HC Slingsby's 123 year history. The changing needs of business, the opportunities and challenges presented by globalisation have led to a shift from manufacture & supply to outsourcing & supply. We now have an international supply chain and offer via our catalogue and website more than 35,000 product lines.

Ecosystems: Our Environmental Responsibilities

- Minimising our carbon footprint: We maintain accreditation to the international standard for Environmental Management System ISO14001. We are committed to best practice environmental performance, exceeding compliance with current legislation and to continuously reduce our environmental impact.
- Working with the supply chain: Products sold & supplied by HC Slingsby are all sourced from suppliers who comply with environmental requirements in their country of origin.
- Influencing our customers: Our marketing materials highlight 'green purchasing' options – as well as supplying products to help our customers improve their environmental performance we also highlight products with especially low environmental lifecycle impacts.

Social Equality: Our Workforce & Community

- Employees: We maintain robust Health and Safety and Human Resources policies providing a safe and healthy place of work free from any discrimination, ensuring we comply with and exceed legislation. We encourage employees to support community organisations and activities in the region and in particular our employee chosen charities.
- Community: We are committed to supporting a local workforce and we work with our local community, charities, business groups and education, through donations and sharing our knowledge and skills.
- Customers: We use our publications, Catalogues, Website and 'Work It' magalogue to disseminate information to customers & potential clients to encourage best practice in health & safety and environmental performance and to highlight legal changes they need to be aware of.
- Suppliers: Our Ethical Trading Policy maps the Base Code of Ethical Trading Initiative (ETI) guidelines. We only source goods from suppliers who comply with ETI guidelines; which include a total ban on child labour, encourage reasonable working hours and that employees are paid living wages.

Corporate Governance: Efficient Business Operations

- Running an effective business: We have a robust Quality Management System in place accredited to the international standard ISO9001. Where necessary we record customer dissatisfaction enabling corrective actions to be applied, continuously striving to exceed customer expectations. Additionally, we comply with or exceed other legislation such as anti-bribery and corruption requirements.
- Our annual Report & Accounts presents an overview of financial performance and strategy
- The website 'About Us' provides a communication path to stakeholders
- Transparency: We are committed to 100% transparency of customer feedback on our products and services via Feefo ratings on our website.
- Risk management: Our business continuity plan seeks to ensure that we can operate to the standards our stakeholders expect of us even if operations are disrupted by factors beyond our control.



Dominic Slingsby
Operations Director

05 February 2020