

Helmsman

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

We are committed to:

- Continuous improvement in our Corporate and Social Responsibility;
- 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.

Purpose and Aims

The purpose of the policy is to make clear to all stakeholders what we mean by CSR and how we propose to work towards achieving it. The CSR policy applies throughout all of our activities.

In implementing this policy we aim to:

- To be responsible;
- To be an exemplar of 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 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;
- We will continually review our policies and business practices to embrace CSR.
- 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;
- All groups and individuals with whom we have a business relationship will be treated in a fair, open and respectful manner;



Issue: 3 Date: 23/02/2021 Signed:

Page 1 of 2

Helmsman

- 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.

Impact on Society

- We will take steps to understand how we can most effectively support the needs of the local community and implement initiatives accordingly;
- Our impact on the local and wider community will be understood and nurtured;
- Dialogue with local communities shall be encouraged for mutual benefit.



Issue: 3 Date: 23/02/2021 Signed:

Page 2 of 2