

Corporate Social Responsibility Policy Statement

"We operate across numerous markets and a diverse range of cultures. We operate in such a way that best respects local customs and conforms to all appropriate legislation.

Internally we identify and understand the potential social and cultural impacts of our employees, which is a multi-cultural organisation of people from whom collective talents are utilised.

We operate and develop appropriate strategies to respect the rights and cultures of local communities and customs.

All members of staff are encouraged to be good corporate citizens and strive to become economic, intellectual individuals who support their local communities.

We have adopted socially responsible business policies and practices that balance the interest of investors, customers, employees, suppliers, business partners and local communities.

Our team appreciates the environmental benefits of reducing waste materials and make use of recycling initiatives wherever they may be practical.

We undertake to support local charities and sponsorship initiatives that we believe best reflect and benefit from our help. We are also involved in both country and local environmental and transport issues.

We also take an active role in relevant national and professional associations. Membership of these associations is instrumental in developing good Health & Safety and Environmental practices within our Company.

Our Company is a firm supporter of equal opportunities, diversity and firmly believe that it is not in anyone's interest to discriminate on the basis of age, gender, race, disability or religion.

This corporate social responsibility policy is communicated to all members of staff and is made available to all interested parties."

Ian Watson
Managing Director