

## Company Policy Statement for Sustainability.

### **Objective**

We aim to continue to develop Pitkin & Ruddock Ltd as a long term, sustainable business that delivers value for all our stakeholders including; our employees, customers, suppliers and business partners. By managing our business responsibly and acting proactively, we aim to support the creation of a stable business platform and deliver ongoing value to stakeholders.

### **Scope of Policy**

The scope of this sustainability policy covers all areas of the organisations operations, with a positive company culture being the key to its successful implementation. Company directors will provide lead actions and will encourage all employees to meet the policy objectives.

### **Responsible Business Practices**

To support the policy we will carry out our operations and general business practices in a way, which supports both good industry practice and ethical conduct of the highest standard.

This will be supported by the implementation and monitoring of company policies and procedures by management at all levels.

We will work closely with our own industry association and like-minded organisations to ensure we are able to share information on innovation and technical developments, meet best practice goals and encourage knowledge transfer.

### **Customer Focus**

Our business is all about providing a good product and an excellent level of service to our customers. We will use our expertise and knowledge to promote a high level of quality in all deliverable areas, meet our own legal responsibilities and make every effort to assist our customers in meeting theirs.

### **Employee Support**

We have identified that our employees are our most valuable assets and are committed to ensuring they are provided with safe and secure working environments and the necessary equipment and training required to work in an effective, efficient and safe manner.

We recognise the value that a diverse workforce can bring and we do not accept any form of discrimination, and therefore aim to create a culture where every employee is treated fairly and encouraged to contribute fully to the success of the business.

Ongoing employee training and development will be key to a continual improvement process that we shall seek.

### **Suppliers**

We aim to develop mutually beneficial relationships with our suppliers and are committed to engaging with like-minded organisations to help us achieve our own business and sustainability standards and also assist where possible in helping them meet their own goals.

### **Environmental Impact**

We are fully committed to identifying, managing and minimising the environmental impact of our operations.

We have identified the areas where our processes and operations impact on the environment and made every effort to reduce these to practical minimums. This process will continue in all areas with an aim to continue reduction programs and better our overall environmental performance.

We will ensure we comply with all relevant environmental legislation and wherever possible exceed minimum requirements by good practice and performance management.

We will work with others to both promote overall awareness issues such as life cycle costing and environmental performance in our business sector with the aim of creating a long-term future for our business and its stakeholders.

### **Reference Documentation.**

This policy should be read in conjunction with our Company Policy Statement for the Protection of the Environment. EN-001, and our Company Environmental Impact Review. EN-002.

PITKIN AND RUDDOCK LTD