



CORPORATE SOCIAL RESPONSIBILITY POLICY

CENTURION SAFETY PRODUCTS LTD

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Introduction

Corporate social responsibility (CSR) is a concept whereby an organisation recognises that its business operations and processes may have an impact on social, economic and environmental issues outside of the workplace. It also represents a commitment to ensuring and maintaining socially responsible behaviour in an organisation.

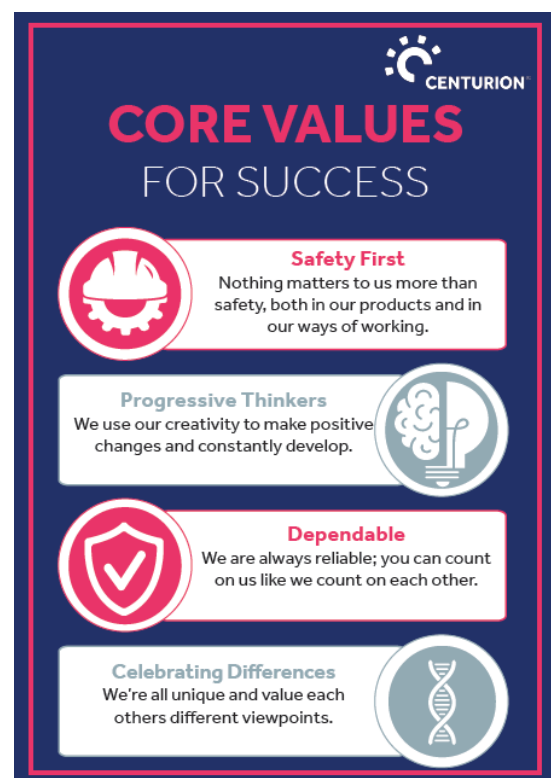
Purpose

We seek to sustain a business that is successful and respected in its ethical standing by our stakeholders. These include customers, clients, investors, regulators, suppliers and the community. We embrace the role our business plays on a day-to-day basis in contributing to a better society.

Who we are and what we do

Established in 1879 and with a headquarters in Thetford, Norfolk, UK, Centurion Safety Products Ltd is global manufacturer of total head protection products. We have key operations across Europe, Middle East and China. The company has differentiated itself from the competition through its sole focus on the above the neck protection market for people at work. We protect the judgement and creativity that shapes our world and we give workers the confidence to think clearly and deliver their best. This clarity of focus has enabled the company to develop pioneering and innovative integrated head protection products. Centurion designs and manufactures a wide range of head, ear, eye, face and respiratory system protection for the industrial and construction markets.

We have an unrivalled understanding of our users, and this has enabled us to create a strong reputation with a unique brand identity and clearly defined values.



Our working principles

Employees

We keep our staff fully informed of our policies and procedures and we encourage them to share their ideas with us on both internal processes affecting them, and the way our service is provided to customers/clients. We maintain an open and honest approach to all of our communications.

We also aim to deliver a competitive and fair environment for our employees and provide them all with the equal opportunity to develop and advance within the company, subject to personal performance and business opportunity.

To retain our loyal and productive staff, it is vital we maintain a good working environment and we review our facilities, communication, benefits, ways of working and yearly objectives on a regular basis.

Equality and diversity

We are committed to providing an environment of equal opportunities for all members of our workforce. We provide an inclusive working environment where all employees are treated with courtesy, dignity and respect. No account of any of the protected characteristics set out in the Equality Act 2010 shall be taken to a detrimental effect in any decision involving recruitment, promotion, provision of facilities etc. See our Equality and Diversity policy for more detail in this regard.

Learning and development

We are committed to creating a learning culture and providing opportunities to ensure that all of our people are equipped with the skills and knowledge to maximise business effectiveness. We will also support our people in realising their own potential while contributing to the development of the business and the achievement of their and its objectives.

Anti-Slavery

We are committed to limiting the risk of modern slavery occurring within our own business or infiltrating our supply chains or any other business relationship. This applies to all persons working for or on our behalf in any capacity, including employees, directors, officers, agency workers, contractors, consultants and any other third party representative. See our Anti-Slavery policy for more detail.

We expect all who have or seek to have a business relationship with the company to familiarise themselves with our Anti-Slavery policy and to act at all times in a way that is consistent with its values.

Anti-Bribery

We are committed to conducting business in an honest and ethical manner. A zero-tolerance approach is applied to bribery and corruption at every level within the company. The company is committed to acting professionally, fairly and with integrity in all its business dealings and relationships, wherever it operates, and implementing and enforcing effective systems to counter bribery. The company will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which it conducts business, including, in the UK, the Bribery Act 2010, which applies to conduct both in the UK and abroad. This applies to all individuals working for and on behalf of the company at all levels, including senior managers, directors, employees (whether permanent, fixed term or temporary), agency staff, contractors, agents and third parties. See our Business Ethics and Anti-Bribery policy for more detail.

Customers

Every individual in our business is responsible for ensuring that all communication with our customers, suppliers and the public reflects professionalism, efficiency, integrity and honesty.

We hold ISO9001:2015 certification as part of our commitment to driving continual improvement and placing customers at the centre of all we do. This certification is combined with our BSIF registered safety supplier status and 40 years of continuous BSI kitemark to further deliver our commitment to quality.

We ask all employees to follow any operational guidelines and processes set out so that we ensure we can continue to operate to high professional standards and meet the needs of our customers.

Suppliers

We will strive to engage with local suppliers and businesses where possible to meet the business' operational needs, in order to support businesses within our area and decrease our carbon footprint.

We regard our suppliers as partners and therefore endeavour to work closely with them; this further enables us to achieve an efficient and transparent supply chain that incorporates our CSR principles. We are committed to conducting our business in an ethical, legal and socially-responsible manner and in respect of our entire CSR initiative, we expect no lesser standards from our suppliers and business partners.

Health and safety

We are committed to continuously improving our health and safety performance in order to ensure that the working environment is safe and fit for its intended purpose and we have clearly defined policies and procedures in place to support this.

We are committed to operating safe working practices and, as such, formal arrangements are in place to ensure our people's well-being. We always provide training on applicable safe working procedures and expect these to be followed.

The Health and Safety Policy and Organisational Arrangements are reviewed annually or as and when needed.

Charitable/Community

We strive to be upstanding members of the community and a good citizen wherever we operate, recognising our responsibility to work in partnership with local communities. Our organisation is keen to support with volunteering and becoming involved in charitable work, community initiatives, local events, business improvement groups and knowledge sharing with society as a whole. We will also support our communities in the form of sponsorship, donations to national and local charities which may be suggested by our staff, and the funding of community projects. Every suggestion is given due consideration.

Education

We recognise the importance of education in our community and supporting individuals during this process is key to advancement. We actively encourage our employees to take up training whether internal or external, and we are looking to offer Apprenticeships and work experience placements.

Environment

With regard to the business' impact upon the environment, we are committed, amongst other initiatives, to:

- reduce our impact on the environment
- ensure compliance with environmental legislation and regulations
- reduce our use of energy and resources
- reducing the amount of waste produced by the business
- recycling materials as extensively as possible

- reduce unforeseen environmental risks
- set environmental objectives
- using technology to lessen the need for travel
- using public transport wherever possible when travelling is unavoidable.

We have a solid commitment to reduce our impact on the environment through continual improvement of our business functions and processes. We recognise that our activities can have an impact on the environment in terms of the use of raw materials, emissions to air and water, and waste generation, and seek to minimise this as far as is reasonably practicable.

Ongoing commitment

We are fully committed to the principle of CSR and aim to ensure that no relevant policy decisions are made within the business, without first evaluating the potential CSR impact.

Status of this policy

This policy does not confer any contractual rights to employees, either express or implied.

Policy Owner

HR Manager

Review

January 2024

Version control

Warning: Print copies not subjected to version control