

Corporate Social Responsibility Policy

Taziker Industrial Ltd is committed to fulfilling its social responsibility to all its stakeholders. We are devoted to behave fairly and responsibly, contribute to sustainable economic development while improving the quality of life for our employees and contractors as well as contributing to local communities and society.

Our Corporate Responsibility principles are based on industry best practice and cover the following areas:

- Work place and work environment (employees, contractors and subcontractors)
- Market place (clients, suppliers, partners)
- Environment
- Community (local and wider)

Work place

Taziker Industrial values all its employees and contractors. We have developed employment policies that are directed at creating an environment that will attract, develop, motivate and reward employees that are committed to our Company. We want our best people to achieve their full potential. Our continual drive is to maintain a working environment that is open, honest and unprejudiced.

We support and respect all internationally proclaimed human rights and use guidance from provisions such as the United Nations Universal Declaration of Human Rights and the International Labour Organisation (ILO) core labour standards and we comply with local legal requirements.

We are dedicated to equality of opportunity, and our ethos is zero tolerance of any harassment or discrimination that may present itself.

Health, Safety and Wellbeing – we have comprehensive health and safety policies in place that are accessible and communicated to all our employees, contractors and subcontractors. We are proactively diligent in ensuring that our operations and offices are safe. We value the importance and take a keen interest in the wellbeing of all our people.

Market place

Taziker Industrial is committed to ensuring that our business is carried out in all respects according to rigorous ethical, professional and legal standards. We recognise that our business and livelihood depend upon our customers. Every person representing Taziker Industrial is responsible for ensuring that any contact with our customers and the public reflect professionalism, efficiency and honesty. We strive to provide high quality service and good value for money.

We will work for positive environmental, social, ethical and economic impacts in our supply chain. We are committed to working with our suppliers and partners to ensure corporate social responsibility considerations are understood and strived for as part of their business and operations.

Environment

Taziker Industrial has a fully implemented Environmental Management system and an improvement programme is in place to prevent pollution and minimise, as far as it is appropriate, any adverse impact on the environment. We evaluate our aspects and impacts on an ongoing basis and ensure we comply with all applicable environmental legislation.

Community

Our Business and operations are located across the UK. We work to provide support into communities in various ways including partnership with other businesses, community organisations and charitable activities. Employees are encouraged to use their time and networks to support any local communities and charities.

Wherever, practicable, we encourage sharing the use of our buildings and offices for mutual reward and value. This policy will be reviewed annually.

**Paolo Benedetto**

Group Managing Director

8th January 2018