



## Corporate Social Responsibility Policy Statement

Cetix is committed to maintaining the highest ethical standards and working in a responsible manner by understanding and being aware of our potential impacts on society and the environment.

We take a transparent and honest approach to our work and ensure that Cetix maintains an organisational culture that:

- Complies with applicable legislation and contractual obligations
- Fairly considers the expectations of all of our stakeholders including clients, employees, supply chain and local community

### Human rights and fair operating

Our policies safeguard labour practices and promote human rights to achieve:

- Safe working time and conditions,
- Fair benefits, pension and remuneration,
- Fair recruitment, promotion, development, sickness and retirement practices,
- Fair disciplinary, performance and grievance procedures.

Cetix supports the principles stated within its *Ethical Trading Policy*, implements a *Modern Slavery Statement* and maintains a third-party certified Health and Safety Management System in order to ensure the safety, welfare and fair treatment of all our interested parties.

### The environment

Cetix identifies and monitors its environmental impacts and promotes the positive effects whilst working to reduce the negative. Our third-party certified Environmental Management System aims to reduce pollution and waste produced by business practices and minimise energy consumption. Waste is recycled or disposed of responsibly.

### Community involvement

Cetix will build relationships within and support the community by creating employment, developing supply chains and contributing to local educational schemes.

Signed:

Date:

26'22

Lawrence Franklin – Cetix Ltd Managing Director