

# Corporate Social Responsibility Policy



# Our Commitments

At Aliaxis, our high-quality products and services help to ensure that millions of homes and businesses across the UK and the rest of the world can depend on safe and efficient management of drinking water, wastewater, fuel and energy.

We recognise that everything we do contributes to these extremely important outcomes. So we are committed to challenging ourselves against a number of standards and policies to ensure we are exceeding our legal, moral and corporate obligations to all; our customers and suppliers, local and wider communities, our employers, and the environment.

The policies which contribute to our corporate social responsibility commitment are:

- Health and Safety Policy
- Environment and Sustainability Policy
- Energy Policy
- Community and Charity Policy
- Quality Policy
- Our People Policy
- Ethical Trading Policy

Managing resources responsibly, engaging with the communities in which we operate, dealing fairly with all our stakeholders, and remaining true to our vision and values are all key indicators of our success as an organisation.

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# Health and Safety Policy

The Aliaxis Group is committed to promoting its workforce’s physical and mental well-being and going above and beyond its legal compliance with a robust health and safety policy. Our aim is to reduce exposure to occupational health and safety risks in all our site facilities. The Health and Safety policy is also communicated to our colleagues and others on safety information boards as well as inductions. Our information boards are regularly updated when there is a significant change to the policy.

## Our commitment

- We are committed to ensuring that health and safety is at the very top of our agenda in all our activities.
- We look both within and beyond our immediate environment to ensure that we contribute to the highest possible health and safety standards for all stakeholders.
- We take seriously our moral and legal responsibility under the Health and Safety at Work: Act (HSWA) 1974 to ensure the health and safety of our employees and other persons affected by our undertakings.
- We regularly review, both internally and externally, our performance against our set objectives to ensure our success in striving to achieve zero accidents and ill health which are reportable to the Aliaxis Group.
- We aim to create a healthy work-life balance, both physically and mentally, to enable our colleagues to thrive both at home and at work.
- We work to equip our colleagues with the knowledge and skills to improve health and safety beyond the workplace.



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# Quality Policy

We strive to continuously improve the efficiency and effectiveness of our business processes and management systems. Our goal is to achieve the highest level of satisfaction for all interested parties so that we ultimately become the supplier of choice for fluid management solutions.

## Our commitment

- Maintain, as a minimum requirement, the ISO 9001 Quality Management System at our manufacturing sites as the framework on which to continually improve our quality performance.
- Comply with all product quality standards, approvals, and other requirements relevant to our customers and our business.
- Develop highly skilled employees who take responsibility for the quality of their work and promote a culture of ‘right first time’ within the organisation.
- Work in partnership with our suppliers to promote effective supply chain management to ensure purchased products and services are delivered on time and to the correct specification.
- Ensure the effective implementation of quality policies and procedures by providing appropriate information and training to our employees, as well as encouraging their participation in business improvement activities.
- Establish quality targets and objectives at all levels of the organization to measure and report our performance against them.
- Use continuous improvement initiatives and activities to drive Quality improvement.



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# Environment and Sustainability Policy

We are committed to adopting and promoting environmental good practices throughout our business in order to operate in a sustainable manner. The reduction of negative environmental impact is an integral part of our business strategy and operating methods.

## Our commitment

- Maintain, as a minimum requirement, the ISO 14001 Environmental Management System as the framework on which to continually improve our environmental performance.
- Protect the environment by preventing unnecessary pollution and promoting activities that help mitigate the effects of climate change.
- Comply with, or exceed the requirements of all relevant environmental legalisation and codes of practice and compliance obligations.
- Make efficient use of natural resources and energy, including gas, electricity and water to help reduce its carbon footprint.
- Operate effective procedures for the reduction, reuse and recycling of waste and for the safe storage and disposal of waste that cannot be avoided.
- Work in partnership with our suppliers to promote effective environmental supply management, encourage sustainability.
- Ensure the effective implementation of environmental policies and procedures by providing appropriate information, developing our employee's awareness and training, and encouraging their participation in environmental improvement activities.
- Establish environmental targets and objectives at all levels of the organisation, measure and report our performance against them and drive continual improvement.



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# Energy Policy

Energy forms an essential part of our corporate activities. The supply, distribution and use of energy are a major component in the company's environmental impact and operating costs.

We are fully committed to making efficient use of energy at our facilities. We believe in preserving natural resources, reducing emissions and helping to mitigate the effects of climate change: supporting the transition to the use of clean energy.

## Our commitment

- Manage energy activities to increase energy efficiency, reduce overall energy usage and maximize appropriate use of renewable energy.
- Use this policy to establish a framework for setting and reviewing our energy objectives and targets – reviewing them periodically.
- Ensure necessary resources are allocated to achieving the objectives.
- Establish energy performance indicators with a clear reporting structure with defined responsibilities.
- Promote awareness of the impact of the business by providing employees with relevant information regarding our energy consumption and emissions and any improvement actions we undertake.
- Consider energy efficiency in the design stages of projects and the selection of equipment and support the purchase of energy-efficient products and services.

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- We send **zero waste** to landfill sites.
- We have an **annual energy efficiency gain of 3%** a year.
- Our **2025 target is to decrease CO2 by 75% per ton** of production



# Our People Policy

We know that our people are fundamental to our success.

We believe that championing equality and diversity and investing in welfare and development are the keys to creating a workplace that our people feel proud of, where they feel valued and empowered to always give their best.

## Our commitment

### Global Labour Standards

- No forced or compulsory labour
- No child labour
- Safe working conditions
- No discrimination
- No harsh or inhumane treatment
- Fair remuneration

### Talent Acquisition

- We recognise the value of recruiting a diverse workforce and are committed to meeting our social and legal obligations to maintain and encourage diversity through our recruitment practice.
- We require all colleagues involved in the recruitment process to adhere to our policy on equality and diversity.
- Coaching, training and/or advice on the recruitment and selection process including equality and diversity issues will be provided to all colleagues involved in the recruitment process.

### Diversity and Inclusion

At Aliaxis, Diversity, Equity and Inclusion are much more than a mandate. By bringing different experiences and perspectives, we are stronger and more dynamic, and simply are a most effective team.

While our People strategy will focus on a wide range of issues relating to diversity, equity and inclusion, we have initially focussed on gender diversity as this has been identified as a key area of under-representation in both our organization and our industry.

### Learning and Development

- Provide suitable training and development opportunities and support.
- Provide annual Performance reviews and Goal Setting
- Provide Apprenticeship and Graduate Programmes

### Tools and Support

- Provide every employee with a handbook which clearly sets our standards of behaviour, company rules, conditions, policies and procedures.
- Provide a framework for regular employee reviews with their line manager.
- Provide suitable working environments in accordance with our health and safety policies.
- Ensure all employees are aware of their responsibilities regarding health, safety, quality, environment and all other procedures.
- Comply with both the spirit and the letter of all relevant employment law.

# Community and Charity Policy

We are committed to playing an active role in our local community, and to supporting charitable organisations which share our core values.

We believe in engaging with not-for-profit activities, demonstrating our commitment to Corporate Social Responsibility, which in turn is beneficial for our employees, customers and suppliers.

## Our commitment

- Ensure our activities positively contribute to the local community.
- Engage with local organisations and where we have an impact in that community.
- Support local education bodies with work placements, factory visits and employment fairs for local students.
- Nominate appropriate charitable organisations that share our aims and values and provide support for them through charitable donations and publicity.
- Support our customers with their nominated charities through appropriate sponsorship.
- Maintain a process by which employees can nominate other local charitable organisations for donations and support on an ad hoc basis.
- Identify opportunities for our products to be used to support charitable organisations and local community initiatives.
- Ensure that decisions are taken with a clear governance structure where documentation is kept and impact is measured.

Our UK colleague nominated charity is Cancer Research UK, who work relentlessly to support life-saving research.







# Ethical Training

We are committed to trading in a fair manner with all of our customers and suppliers.

We take our legal and moral obligations very seriously in working to prevent acts of bribery, anti-competitive behaviour, modern slavery and illegal trading.

## Code of conduct

As part of the Aliaxis Group, all employees are trained in and bound by the company Code of Conduct, which covers:

### Fair and Honest Dealing

with colleagues, shareholders, customers, suppliers and competitors

### Compliance with Laws, Rules and Regulations

including antitrust laws, environmental laws, discrimination laws, political process, relations with government officials, integrity of records and compliance with accounting principles

### Conflicts of Interest

Avoiding any relationship, activity, or ownership that might create a conflict between personal interests and the interests of the company

### Corporate Opportunities

Not taking any business opportunity discovered as a result of employment with the company for personal benefit

### Protection and Proper Use of Assets and Resources

Preserving and protecting the company assets and resources and to ensuring their efficient use, and only using them for legitimate business purposes

### Confidential Information

Protecting all confidential information from unauthorised disclosure, including customer, supplier, business partner and employee data

Aliaxis has a Code of Conduct for suppliers, agents and distributors which stipulates the standards of ethical behaviour that it expects from its key business partners.

## Prevention of Bribery Policy

We are committed preventing acts of bribery, and provide training for employees to ensure they understand the various forms that bribery can take, how to prevent it, and how identify and report suspected acts of bribery. This is supported by our policy which gives clear rules and guidance to employees on how to comply with the Bribery Act 2010.

## Our commitment

- Act with integrity in all our business dealings
- Do not tolerate any corrupt practices or acts of bribery
- Set clear expectations in our Code of Conduct for our suppliers, agents and distributors
- Comply with our corporate obligations under the Bribery Act 2010

## Modern Slavery and Human Trafficking Policy

We do not tolerate any form of modern slavery or human trafficking within our own operations. We are also committed to protecting communities and individuals from the crime of modern slavery anywhere within our supply chain

## Our commitment

- Continually evolve processes throughout our organization that prevents the use of slavery or human trafficking, either in our own operation or across our supply chain.
- Regularly review and assess the degree of risk to individuals and communities in each of our operational areas from modern slavery.
- Identify and implement any steps required to prevent risks from impacting our employees or any other people connected with our supply chain.
- Comply with our corporate obligations under the Modern Slavery Act 2015.
- Undertake due diligence on each prospective business partner in order to confirm both regulatory compliance and high ethical standards.

We take our legal and moral obligations very seriously in working to prevent acts of bribery, anti-competitive behaviour, modern slavery and illegal trading.



