



Corporate Social Responsibility Policy

GENERAL STATEMENT & OUTLINE OF MAJOR PROGRAMMES/PROJECTS

Fireclad Ltd. and **HarrisonJorge Ltd.** (the Company) recognises the importance of exercising corporate social responsibility (CSR).

Our definition of CSR is the commitment to, and implementation of, the collection of requirements (i.e. those that are applicable or relevant to our business) that are set out in the following British or International standards or codes of practice that are not mandatory i.e. whose implementation are not as yet mandatory under UK law:

- ISO 9001, in relation to best practice general business management, although there are no direct references to CSR in this standard. The Company is ISO 9001 accredited through the BSI scheme, and we are committed to its compliance, through our documented quality management system.
- ISO 14001, in relation to best practice environmental management, which is in itself covers one major aspect of CSR in this standard. The Company is ISO 14001 accredited through the BSI scheme, and we are committed to its compliance, through our documented environmental management system.
- OHSAS 18001, in relation to best practice health and safety management – compliance with which we are committed to, through our documented health and safety management system, as set out in our Health and Safety Policy and supporting, implemented arrangements and procedures.

All of the above voluntary schemes also contain a clearly stated or strongly implied requirement that our business complies with all applicable statutory requirements but they do not clearly specify or recommend which particular, separate, CSR specific scheme or standard, if any, should be adopted and implemented – there being several available, each aimed at different corporate or governmental or national/multi-national group or level of management. We have also identified the most popular CSR specific and/or closely related British and International business ethics standards, as listed below:

- The Companies Act 2006 (UK legislation)
- BS ISO 26000:2010 – Guidance on social responsibility
- BS8900:2006 Guidance for managing sustainable development
- BS ISO/IEC 38500:2008 – Corporate governance of information technology
- BS 25999-1:2006 – Business continuity management – Code of practice
- SA 8000 (a management system tool)
- AA 1000 Stakeholder engagement standard 2011 (AA1000SES)
- Universal declaration of Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work

Document Ref	Version	Date	Approved By	Page
POL-CSR	3	04/02/19	David Flynn	1 of 3

- Principles contained in the Rio Declaration on Environment and Development
- The “White Paper” on Corporate Government, promoted by OECD and IFC (World Bank) – this being a voluntary initiative, which seeks to strengthen and harmonize the diverse aspects and characteristics that identify, a “good corporate governance”

Further, the main or most influential CSR organisations or schemes other than those promoted or initiated by general standards’ bodies such as BSI, ISO, etc. that we have identified are as follows:

- The United Nations (UN) initiative “ Global Compact” (this being a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption
- World Business Council for Sustainable Development;
- Institute of Social and Ethical Accountability;
- CSR Europe
- The UK based ‘CORE’ (Corporate Responsibility Coalition) – taking its lead primarily from the UK The Companies Act 2006, that emphasises Directors’ responsibilities for CSR

We have not until now made commitment to any of the previously listed standards, but through our own internal audit and review processes, we believe we already comply with the applicable requirements within them, based on our commitment to the CORE initiative its associated ‘The Companies Act 2006 – Directors’ Duties Guidance’ publication.

Thus, the company has determined that the most appropriate commitment for it to make, initially, would be to: (a) recognise and comply with the requirements of the CORE organisation which is based primarily on UK legislation; and (b) recognise and comply with the requirements of BS ISO 26000:2010 as this is both a British and Internationally adopted standard.

In making these commitments the company recognises and will take improvement action where necessary, within its sphere of influence, including where reasonably practicable its supply chain, on the following issues (this is not intended to be an exhaustive list):

- Child labour
- Forced labour
- Fair trade
- Health and safety
- Unfair discrimination
- Freedom of association
- Fair pay
- Anti-corruption
- Environmental impact
- Working hours

The company engages in social and charitable activities within the local and wider / world-wide community, sometimes through activities engaged in by certain employees acting as individuals rather than as company representatives but supported by the company. The specific activities are identified as part of our management review process.

Document Ref	Version	Date	Approved By	Page
POL-CSR	3	04/02/19	David Flynn	2 of 3

The most significant improvement activities currently undertaken by the company as a corporate entity include those managed through our ISO 14001 environmental management system. In due course we will implement or take part in other, appropriate projects.

The **Managing Director** can provide, on request, specific details on the various CSR projects we are engaged in through our environmental management and other improvement programmes

We have a separate Business Ethics Policy (POL-ETH-CODE) with an associated fraud and malpractice response plan that relates essentially to the requirements placed upon our own staff. Supporting this, we also have an employee handbook which details the responsibility placed on our employees and we have itemised types of behaviour that we consider to be misconduct and subject to disciplinary action.



Signed:

Date: 4th February 2019

David Flynn, Managing Director

Document Ref	Version	Date	Approved By	Page
POL-CSR	3	04/02/19	David Flynn	3 of 3