

CORPORATE AND SOCIAL RESPONSIBILITY POLICY



Policy Statement

Ventilux Group's Corporate Social Responsibility (CSR) policy refers to our commitment as an organisation beyond our core business objectives, to our employees, customers, suppliers, shareholders and the communities we impact. Within the policy we demonstrate how we conduct our business activities in a sustainable and ethical way. We aim to achieve our business objectives in a caring and responsible manner recognising the economic, social and environmental impacts of our activities.

Shareholders

We will create a performance-driven business that recognises and improves relationships and results.

We aim to achieve this by:

- Measuring our performance and openly report on our progress
- Adopting best practice in Corporate Governance
- Managing all risks which may affect our business
- Complying with legislative and regulatory requirements
- Building relationships based on fairness, quality and integrity

Environment

We seek to minimise the environmental impact of our activities and are committed to conducting our activities and operations in line with current legislation and best environmental practice seeking continual improvement and innovation within all company business and activities.

We aim to achieve this by:

- Participating fully in the Government's commitment towards sustainable development
- Complying with relevant environmental legislation and standards
- Encouraging the efficient use of resources and reduce emission of carbon dioxide wherever we can

Health and Safety

We are committed to high standards of health and safety, recognising our duty and the benefits of providing safe working conditions.

We aim to achieve this by:

- demonstrating the importance of health and safety issues at director level
- reporting on health and safety issues within the company, including our performance against targets
- continuous improvement in health and safety performance through the use of robust, and where applicable, externally audited health and safety management systems

Suppliers

We regard suppliers as our partners and work with them to achieve our aspirations in the delivery of products and services. We are committed to working with our suppliers to understand where products are sourced and to ensure that the principals of environmental sustainability are upheld. We work to ensure that the welfare of workers and labour conditions within our supply chain meet or exceed recognised standards.

We aim to achieve this by:

- Providing safe and healthy working conditions for everyone working with us
- Seeking the views of suppliers and acting upon what we hear
- Engaging our suppliers in our standards and policies
- Managing our supply chain better to increase efficiencies, reduce waste and enhance profitability

Clients

We recognise that our business and livelihood depends upon our clients. Every employee is responsible for ensuring that client contact is professional and appropriate.

We aim to achieve this by:

- Ensuring our clients receive the level of service and quality of product they have come to expect from Ventilux Group.
- Exceeding our client expectations and meeting the challenges placed on us to deliver against our service agreements
- Placing safety at the heart of our business and client objectives
- Respecting diversity and considering the needs of users with special needs
- Forging deep and long term relationships with our clients
- Establishing a delivery model which seamlessly knits together with the client's requirement

Employees

We provide equal opportunities to all existing and prospective employees recognising that our reputation is dependent on the quality, effectiveness, and skill base of our employees. We are committed to the fair and equitable treatment of all our employees and specifically to prohibit discrimination on the grounds of race, religion, sexual orientation, nationality, or ethnic origin. Opportunities are available to disabled persons in accordance with their abilities and aptitudes on equal terms with other employees.

We aim to achieve this by:

- Investing and developing the skills and capabilities of our employees
- Understanding the needs of our employees by consulting on a regular basis and acting on what we hear
- Remunerating our employees fairly
- Valuing the diversity of our employees
- Complying with all relevant employment and health and safety legislation and standards

Communities and other Stakeholders

We endeavour to contribute to all the communities in which we operate, particularly those neighbouring our office's, through the support of community initiatives and local charities.

We aim to achieve this by:

- Actively encouraging participation in community projects
- Supporting local businesses and the economies in which we work
- Operating in a way which does not affect the safety of those around us
- Working in partnership with councils and regulatory bodies
- Respecting the diversity of communities in which we operate and being sensitive to local needs

The policy itself is subject to annual review.