



CIRCULAR PLASTICS
COMPANY

Policy on Corporate Social Responsibility

Document purpose and scope

This document sets out the Corporate Social Responsibility (CSR) Policy of CPC Limited.

It covers activities undertaken by the Company throughout all office locations and operations.

This document will be reviewed for continued suitability, will be communicated within CPC Ltd. and, if appropriate, made available to interested parties.

The review interval for this document is 1 year.

Aim

We understand that the way we run our business has the potential to affect society and our aim is for CPH to operate as a socially and environmentally responsible business that makes a positive contribution to the local and global communities and environments in which we work.

As a financially stable, safety-conscious, and innovative family of businesses, we aim to provide rewarding and enduring careers for our colleagues, to provide value and high-quality products and services to our clients, and to develop mutually beneficial partnerships with our suppliers.

Policy statement

CPH is committed to the Ten Principles of the UN Global Compact and acting responsibly in all aspects of the areas of human rights, labor, environment, and anti-corruption. (See Appendix I for UN Global Compact Principles)

We strive to find a balance between the financial sustainability of CPC as a business and our wider responsibilities.

We actively support local communities and charities.

We promote local skills and education by providing employment and placement opportunities for local people and disadvantaged people.

We measure and report the social value we create and promote social value delivery and measurement to our clients and suppliers.

We take all reasonable measures to minimize the environmental impacts of our business and make sure our use of natural resources is sustainable and environmentally responsible.

We recognize that we are in a climate and ecological emergency and are committed to taking meaningful action to minimize our climate impacts.

We maintain safe and welcoming working environments for all our colleagues and support the protection of human rights. We offer equal opportunities for all, actively encourage diversity and inclusion, and protect staff health and wellbeing.

Our colleagues have access to abundant support, learning, and development throughout their career.

We recognize the important contribution our suppliers and partners make to the success of CPH. We aim to develop positive and lasting relationships and offer support to achieve the highest legal, ethical, and environmental standards.

We comply with all legislation, standards, statutory and other obligations, and best practices that are relevant to our activities and the jurisdictions in which we operate.

We will seek to comply with client policies where required and reasonably possible to do so without conflicting with our own policies or other obligations.

Responsibilities

The CPH Board is responsible for reviewing and approving the content and implementation of this policy and will help each Operating Company to apply this policy through appropriate procedures, guidance, and monitoring.

The CEO of each Operating Company will oversee their company's adherence to this policy.

Operating Management Teams are responsible for taking measures to promote this policy and help their staff comply with its requirements.

All staff are required to comply with the policy requirements and share responsibility for our performance in implementing it.

Line managers are required to check that their staff are aware of this policy and any associated guidance.

Implementation

We are committed to CPH having a positive impact on society and we actively support initiatives to promote colleague wellbeing, social value, and environmental sustainability.

Being a good employer

We provide a healthy and safe working environment, support the wellbeing of our colleagues, and operate in accordance with our health and safety management system.

We treat all employees fairly and with respect. We provide a working environment free from discrimination, bullying and harassment, and offer remuneration packages with equal pay and opportunities regardless of gender that reflect qualifications and experience.

We pay all our permanent staff at or above the National Minimum/Living wage or its equivalent in the countries in which we operate.

We abhor the use of slave, illegal child or forced labor (including human trafficking) and record the actions we have taken to avoid this, either directly or through our supply chain, in our Statement on Modern Slavery and Human Trafficking.

Being a good partner

We operate in an open and honest way with our colleagues, clients, and suppliers. We seek to develop positive and lasting relationships, are focused on ensuring the safety and quality of our products and services and are committed to clear communication.

We seek and respond to the opinions of our colleagues and clients. Our contracts clearly set out the agreed terms and conditions and we encourage suppliers to adopt responsible business policies and practices.

We pay our suppliers in a timely fashion and operate in accordance with the prompt payment code.

We manage our supply chain with accountability and encourage our suppliers to support our objectives and share our commitment to sustainability.

Supporting local communities

We use our diverse project portfolio to achieve sustainable physical, social, and environmental benefits for local communities.

We recognize the social and environmental benefits of employing local people.

We champion the use of local suppliers in the knowledge that this can make a positive contribution to the well-being of local communities.

Environmental responsibility

We seek to protect the environment by operating in accordance with our ISO 14001 certified Environmental Management System.

We intend to be a Net Zero carbon emissions business and support this ambition by working more efficiently, minimizing our resource use and the environmental impacts of our resource use.

We engage our staff, clients, and suppliers on these subjects and show leadership within our industries.

We support our clients to reduce their environmental impacts and use our diverse project portfolio to deliver sustainable development.

Integrity

We employ responsible and accountable business practices that encourage a culture of integrity and responsibility.

We apply a zero-tolerance approach to acts of bid-rigging, mis-selling, bribery, or corruption by any of our employees, business partners or agents working on our behalf.

Date	Revision	Page	Revision Description (Summary of Change)	DAR No.
20/07/2023	0	-	New registration	

Appendix I

The Ten Principles of the UN Global Compact

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.

Principle 2: Businesses should make sure that they are not complicit in human rights abuses.

Labor

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor.

Principle 5: Businesses should uphold the effective abolition of child labor.

Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.

Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery