



## E.M.UTICK Corporate Social Responsibility Policy

Corporate Social Responsibility (CSR) is the continuing commitment by business to act ethically and contribute to economic development whilst embracing responsibilities to their employees, stakeholders, community and environment.

Our businesses conducts ethical business practices throughout our operations and aim to develop strong relationships with our community and others with whom we have dealings, based on mutual trust, understanding and respect.

We recognise our business activities impact on the environment and are committed to improving our environmental performance and as such operate under a certified ISO14001 Environmental Management System. We strive for continual improvement to reduce our environmental impact.

E.M.UTICK are committed to creating and maintaining a safe and healthy working environment for our employees, customers and the community.

We recognise the right of **freedom of association** and the right to collective bargaining for all staff members. Our staff are free to choose to belong to a union and have the right to collective bargaining.

E.M.UTICK will not facilitate, support or tolerate or condone any form of workplace harassment, antidiscrimination or violence.

We believe everyone has the right to be treated with dignity and respect; we will not discriminate on the grounds of race, gender, disability, nationality, religion, philosophical belief, political belief, age, sexual orientation, family status, trade union or any other factor.

E.M.UTICK will not use any form of child labour, forced or compulsory labour or trafficked labour. And does not hold any original documents belonging to our employees, such as passports, work permits or birth certificates.

Working hours will not be excessive and we will always meet any national minimum wage.

We comply with environmental, workplace health and safety and labour laws and in turn seek to influence our supply chain on matters of environmental and social compliance.

John Bryant  
Director

A handwritten signature in blue ink, appearing to read "John Bryant", written over a faint blue line.

E.M.UTICK  
19.03.20  
V3.0