

Policy Statement

Corporate and Social Responsibility Policy

The Ross-shire Engineering Limited, RSE, Corporate and Social Responsibility Policy Statement applies across RSE and its subsidiaries that make up the RSE Group of companies.

RSE are committed to operating as a responsible business, meeting the highest standards of ethics and professionalism.

RSE are committed to continually improving the way we operate to deliver efficiencies and performance improvements across the business.

RSE are committed to meeting the expectations of our key stakeholders including our clients, our employees, supply chain and local community.

Compliance

RSE are committed to ensuring that all of our business operations are legitimate, keeping partnerships and collaborations open and transparent. We will conduct business in compliance with:

- ◆ The laws, rules and regulations and best practice guidance of the country/countries in which we are working, with regards to employment, health, safety and the environment.
- ◆ Our internal policies.
- ◆ The Standards and Specifications of our clients and Regulatory Authorities.

Business Ethics

RSE are committed to conducting business with integrity and respect to human rights. We will promote:

- ◆ Safety and Fair Dealing.
- ◆ Respect towards to the consumer.
- ◆ Anti-bribery, anti-fraud and anti-corruption practices.

Best Practice Employer

Our Human Resources policies safeguard fair labour practices and human rights resulting in:

- ◆ Fair recruitment and promotion of employees.
- ◆ Appropriate training to enable employees to carry out their work to the appropriate quality and standard and safely for themselves and others.
- ◆ Being an equal opportunities employer, supporting diversity and inclusion.
- ◆ Protection of “whistle blowers” and empowerment of all employees to “Stop the Job” if they see something that is unsafe or has the potential to cause harm to people or the environment.
- ◆ Disciplinary and grievance procedures that are fair.
- ◆ Fair conditions of work, in particular, working time and remuneration.
- ◆ Fair termination of employment arrangements.
- ◆ Provision of the appropriate, supervision, procedures and systems, tools, equipment and PPE to allow all employees to carry out their work safely, to the quality and standard required.

Protecting and Preserving the Environment

RSE recognises the need to protect the natural environment, keeping our environment clean and unpolluted is a benefit to all. We will always follow best practices when disposing of waste and using chemical substances.

- ◆ We are committed to operating in a sustainable manner by:
- ◆ Following best practice with regards to the environment.

- ◆ Using environmentally friendly techniques and processes.
- ◆ Conserving energy.
- ◆ Reducing carbon emissions.
- ◆ Reducing waste to landfill and promoting reduce, reuse and recycling.

Protecting People

RSE will ensure that we don't risk the health and safety of our employees, clients, other contractors and end users and the public, avoiding harming the lives of local people.

Development of Personnel

RSE are committed to the continued development of our personnel through a variety of means including, Apprentice schemes, Graduate programmes and Continued Professional Development delivered through our own internal training department and supplemented by external training providers as necessary.

Human Rights

RSE will ensure that our activities do not directly or indirectly violate Human Rights in any country and will take care to ensure that we undertake due diligence to ensure that this is reflected in the values and activities of our supply chain.

We support the principles stated within the internationally recognised ETI (Ethical Trading Initiative) base code.

Supply Chain

RSE commit to ensuring that we undertake due diligence to ensure that our values above are reflected in the values and activities of our supply chain.

Donations and Charity Support

RSE support and encourage employees to participate in charity events and support charities relevant to the sectors RSE are engaged in and also those of our own employees.

We also build relationships and support local community projects in the vicinity of our operations and where we work.

RSE support employees who volunteer to participate in charity or community groups and events, in addition the company may elect to sponsor events organised by other organisations or within the local communities.

Supporting the Community

RSE support the local communities around our locations, through jobs. Investment, education programmes.

RSE are committed to working with third sector organisations relevant to our products and services.

Learning

RSE have a proven track record of developing innovative solutions and we are committed to furthering this through the development of our innovations hub to research and develop new products and services.

The above commitments are supported by the following policies:

- ◆ QHSE Policy
- ◆ Public Interest Disclosure Policy Statement.

- ◆ Equal Opportunities Policy Statement.
- ◆ Ethics Policy Statement.
- ◆ Bullying and Harassment Policy Statement.
- ◆ Disciplinary and Dismissal Policy Statement.
- ◆ Grievance Policy Statement.
- ◆ Maternity, Paternity and Shared Parental Leave Policy Statement.
- ◆ Furlough Policy.
- ◆ Anti-fraud, Bribery and Corruption Policy
- ◆ Modern Slavery Policy Statement.
- ◆ Tax Evasion Statement.
- ◆ Design Policy.
- ◆ Carbon Reduction Policy.
- ◆ Customer Relationship Policy.

RSE will continue to strive for best practice and continuous improvement with regards to sustainability and Corporate and Social Responsibility, we will review this policy annually, and revise or update it as necessary.

Stephen Slessor
Chief Executive Officer (CEO)
Ross-shire Engineering Ltd

A handwritten signature in black ink, reading 'Stephen Slessor', written in a cursive style.