



Corporate Social Responsibility Policy

1. Introduction

Corporate social responsibility (CSR) is a term used to describe when businesses look beyond their initial duty to their staff and customers and acknowledge that their actions have a wider impact. Undertaking a programme of CSR activities encourages businesses to operate in more sustainable, ethical and charitable ways enabling them to take positive, ethical actions which support the community as a whole. A key element of CSR is that an organisation recognises it can contribute towards the conservation and protection of the environment.

Industrial Inkjet Limited is committed to becoming a more sustainable company and will work towards a more viable balance between profitability and the long-term interests of the environment, its employees, trade suppliers and sub-contractors and the general public. The Company will seek to protect and enhance the environment and create better lives, well-being and opportunities through the services it provides.

2. Policy Statement

Industrial Inkjet Limited are committed to acting responsibly in all aspects of human rights, labour, environment and anti-corruption. We will strive to find a balance between financial sustainability of IJ as a business and our wider responsibilities. We will maintain safe and welcoming working environments for all our employees. We will ensure equal opportunities for all staff, actively encourage diversity and inclusion, and protect staff health and wellbeing. Our staff will have access to abundant support, learning and development throughout their career. We recognise the important contribution our suppliers make to the success of IJ. We aim to develop positive and lasting relationships with our suppliers and will support them to achieve the highest legal, ethical, and environmental standards. We will champion use of micro-businesses, small and medium-sized suppliers (SMEs) and local suppliers as appropriate, recognising the benefits this provides to the communities in which we operate.

We respect and support the protection of internationally proclaimed human rights and fully recognise our responsibilities to operate in a manner that ensures everyone is treated with dignity and respect. This includes people with disabilities, indigenous peoples, migrant workers, older persons, and other vulnerable groups.

We will take all reasonable measures to minimise the environmental impacts of our business and will ensure our use of natural resources is sustainable and environmentally responsible. We recognise that we are in a climate and ecological emergency and are committed to

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taking meaningful action to minimise our climate impacts. We will comply with all legislation, standards, statutory and other obligations and best practices which 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.

3. Implementation

Employees

It is important that Industrial Inkjet Limited has a positive impact and we actively support initiatives to promote staff wellbeing, social value, and environmental sustainability. We recognise the social and environmental benefits of employing local people. We provide apprenticeships, and other training opportunities and hope this will continue to diversify the backgrounds of IJ staff. We ensure all employees are treated 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 accurately reflect qualifications and experience. Our employees represent our company in their communities and by providing them with transferable skills we enable them to champion development outside of our operations.

Health & Safety

We put health and safety at the core of everything we do, and take necessary steps to ensure that our employees, customers, suppliers and clients are not placed under undue risk of harm.

Environment & Sustainability

We engage with environmental concerns at the earliest stages of our business development to minimise unnecessary waste and maximise opportunities for sustainability and recycling. We embrace the need to ensure our business is commercially and socially sustainable, and align our long term goals to continue to provide benefit to the wider environments that we operate in.

Relationships with customers

We engage with our customers to understand their needs, using their feedback to develop and monitor our quality assurance standards and apply practices to support this.

Suppliers & Partners

We operate our supply chain using principles of mutual respect and promote CSR through our business partners. We champion local suppliers because of the contribution this can make to the wellbeing of local communities

Community Engagement

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We engage with local communities and charities on a regular basis to promote good causes and enable them to continue providing valuable third sector services.

Standards

We set high standards of professionalism throughout the company and promote best practice in respect of ethical behaviour from the top down.

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