

# Group Policy

## Corporate Social Responsibility (CSR)

### Introduction

Corporate Social Responsibility (CSR) refers to the way in which businesses regulate themselves in order to ensure that their activities positively affect society as a whole. Our policies aim to guarantee that we work ethically, considering human rights as well as the social, economic and environmental impacts of what we do as a business. The Welding Alloys Group meet, and aim to exceed, any relevant legislation, and if legislation does not exist in a particular area, the company looks to set standards of best practice at those sites.

We believe that a commitment to the principles of CSR not only makes good business sense but also complements our core business strategy and corporate values. Our policy is based on the following principles:

- To minimise the impact and maximise the benefits that our work has on the environment and people around us.
- To integrate our CSR considerations into all our business decisions.
- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To monitor and review and to continually strive to improve our CSR performance.

In developing our strategy and setting out our policy for the first time we aim to deliver gradual but continuous improvements in our performance every year. As a result, our approach continues to evolve as we learn lessons along the way. To help define our policy we have divided it into four key areas:

### Looking after People

The continual growth of the Welding Alloys Group is attributed to our products, our customer relationships and our people.

In order to be successful we are focused on employing motivated, talented, competent and informed people who can initiate and manage a constantly changing and challenging environment that exists in our rapidly growing company.

We see our people as part of our competitive advantage and we believe that our shared and “lived” values are essential to continued growth

### Looking after the Environment

We know that our work has an impact on the environment and that we have a duty to manage that impact in a responsible and ethical manner. We do this through identifying all significant environmental impacts and putting processes into place to prevent, reduce and mitigate them. This also makes good business sense.

As we start our CSR journey we are looking to set environmental targets across the Group and will regular monitor and review the targets to ensure we continually improve our CSR responsibilities.



Proud member of the UN Global Compact

## Looking after our Community

We recognise that we play an important role in our local communities and we aim to make the communities in which we operate better places. We encourage our employees to get involved with their local communities and use their skills to help in community projects and are pleased to see some great activity and support already happening at many of our sites.

As our CSR journey evolves we will look to encourage and support local community initiatives across more of our sites.

## Looking after our Supply Chain

We are committed to building and maintaining high standards amongst our suppliers. We oppose the exploitation of workers and we will not tolerate forced labour, or labour which involves physical, verbal or psychological harassment, or intimidation of any kind. We will not accept human trafficking or the exploitation of children and young people in our business and undertake all reasonable and practical steps to ensure that these standards are maintained.

To support our CSR responsibilities the Welding Alloys Group have the following policies and procedures in place:

- Anti-Corruption & Bribery Policy
- Conflict Minerals Statement
- Corporate Social Responsibility Policy
- Bullying & Harassment Policy
- Environmental Policy
- Equal Opportunities Policy Statement
- Ethical Trading Statement
- Health & Safety Statement along with various policies and procedures
- Modern Slavery & Human Trafficking Statement
- Privacy Statement
- Quality Statement
- Supplier Code of Conduct
- Welding Alloys Commitment, Values and Principles
- Whistleblowing Policy

## United Nations Global Compact Framework

Welding Alloys are also proud to confirm that we have signed a letter of commitment to support and adhere to the United Nations Global Compact framework. We hope to develop our commitment to this framework moving into 2022 and beyond.