CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

Technica believes in conducting business in a manner which achieves sustainable growth whilst demonstrating a high degree of social responsibility. All references within this policy include a commitment to ensure these principles are observed throughout our business whether ourselves, clients or suppliers.

Our responsibility encompasses interaction with:

- Marketplace
- Environment
- Community
- Employees

By demonstrating our commitment to Corporate Social Responsibility, we aim to align our business values, purpose and strategy with the social and economic needs of our stakeholders, whilst embedding responsible and ethical business policies and practices into our operations.

Technica understands that its activities have an impact on the surrounding environment and communities; we aim to reduce our negative environmental impact by regularly assessing and managing our methods.

Technica is committed to operating in accordance with all the principles of the Declaration of Human Rights, including the prohibition of child labour and, specifically, Article 4.

> *"No one shall be held in slavery or servitude; slavery and the slave trade shall be prohibited in all their forms."*

Although Technica has no obligations under the Modern Slavery Act 2015 it unequivocally states its support of the act and its aims.

Technica is also committed to providing equal opportunities to all workers and job applicants. All reasonable practical steps will be taken to ensure that disabled applicants or workers are able to participate in business activities on an equal basis. As part of the corporate social responsibility, employees of Technica are expected to adhere to and uphold the Company's core values. We are committed to best practice in employment matters, recognising the role this plays in retaining staff and providing a secure, fulfilling and rewarding career for all of our employees. We understand that employees have the right to work in an environment free from physical, sexual or verbal abuse and other forms of harassment, bullying and intimidation. It is the Directors of Technica's responsibility to ensure this right is honoured; breaches of this right will be dealt with in accordance with our Discipline and Grievance Procedure.

Technica will actively work to deter activities such as bribery and corruption, fraud and insider trading. *"Please refer to section 3 of Technica's employment policies and procedures".*

We aim to use local suppliers, goods and services where practicable; for both environmental and local economic purposes, for this purpose local is regarded as businesses within a 40 mile radius of Technica. Technica encourages sustainability and environmentally sound sourcing and production methods in our suppliers' manufacturing and delivery processes. By carrying out a supplier assessment, we will look to favour companies with established environmental policies and practices in the allocation of contracts.

By adhering wholly to our corporate social responsibility, we strive to develop as a responsible, sustainable business in the community.

John Davison, Group Managing Director
Technica Group of Companies
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