

## Corporate Social Responsibility Policy

Airedale Chemical Holdings Group board believes that the Group should operate in a manner which reflects its commitment to high ethical standards and embraces social and environmental concerns which impact the communities in which it operates. Where suitable, best practices from each of our companies will be adopted throughout the group.

The mission of Airedale Chemical Holdings Group is to deliver high quality, cross-sector chemicals, FMCG solutions and ingredients; delivering the highest levels of customer service to our partners in the UK, Europe and across global markets

The Board aims to continue building a sustainable business which creates value for its shareholders and employees, whilst addressing the needs of other stakeholders.

Our stakeholders also expect us to operate to these high standards. To demonstrate our commitment we are now members of the United Nations Global Compact for Sustainable Development <https://www.unglobalcompact.org/> officially committed to the principles outlined across 5 core values which include:

1. Principled business
2. Strengthening society
3. Leadership commitment
4. Reporting progress
5. Local action

### 1. Human Rights

- 1) Airedale Chemical Holdings Group respect and support the protection of our employee's human rights and work to the highest levels of equal opportunities including age, race and gender.
- 2) All employees undergo thorough health and safety training alongside individual personal development on the job to ensure that progression is obtainable to all members of staff.
- 3) Communication across all Airedale Chemical Holdings Group businesses is maximised with both a group internet accessible for all employees as well as a regular group newsletter distributed that connects all relevant departments with company news.

### 2. Workplace Climate

- 1) Our Company ethics are deeply entrenched in the policies and procedures outlined in our employee handbook. Our employees receive this on their day one induction, with any review updates communicated annually.
- 2) Labour - Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; the elimination of all forms of forced and compulsory labour; the effective abolition of child labour; and the elimination of discrimination in respect of employment and occupation.
- 3) Anti-Corruption - Businesses should work against corruption. We ensure that staff from all areas of our business including board level through to production are committed to working against corruption and communicated on this commitment regularly through mediums such as our group Newsletter. We have a commitment in place that all sales staff are salaried to encourage target hitting and discourage/avoid bribery of any kind

### 3. Child labour/Forced labour

- 1) Airedale Chemical Holdings Group is an official member of Sedex under B membership. Sedex is a not for profit membership organisation, dedicated to driving improvements in ethical and responsible business practices in global supply chains.
- 2) The primary aims of Sedex are two fold - to ease the burden on suppliers facing multiple audits and certifications and drive improvements in the ethical performance of global supply chains.

### 4. Environment

- 1) We understand our environmental responsibilities as a chemical manufacturer and continue to implement 'think green' initiatives into our business including: Ad Blue compatible transport fleet reducing carbon footprint impact On-site effluent treatment plant recycling all water for chemical production
- 2) To further reduce the Carbon Footprint to procure materials & services locally where possible or available
- 3) Zero to landfill scheme implemented in 2015 which has resulted in all waste now being recycled as opposed to being sent to landfill. A Waste Management Policy has also been initiated to ensure the new waste procedures are understood by all employees.
- 4) Waste reduction scheme - A project implemented to reduce all general waste disposed on site segregating and distributing recyclable material including cardboard, shrink wrap, polythene, milk bottles, plastic cartons and drinks tins to a dedicated recycling partner. The implementation of the zero to landfill project resulted in a Silver Green Apple Award in 2015.

### 5. Community Engagement

- 1) The forming of the Airedale Foundation acts as the groups CSR brand - developed as a sign of our commitment to supporting community led initiatives, charitable projects and local sponsorship. Community led projects are high on the list with recent projects including:
- 2) Enhancement and sanitizing of the local toilets in Cross Hills village
- 3) Supporting of creative enterprise SCRAP in supply of materials which would be otherwise used for waste so that they can be re-used for creative projects.
- 4) Community Connected Newsletter that is developed for the local community and distributed door to door providing residents with up to date news from our site and providing them, with a sense of inclusion in any site developments.

These core values are deeply entrenched in our policies and our day to day operations. We will demonstrate our commitment to these core values by appointing champions to be responsible for driving continuous improvements.