

GENR8ing the future of cleantech innovation



Corporate Social Responsibility and Code of Conduct Policy



For more information visit www.ecogenr8.com

EcoGenR8 Limited registered at Unit 12
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Hampshire | PO7 7XN

Company number 7455556

VAT registration number GB112217371

CSR and Code of Conduct Policy statement

This policy applies to all persons working for EcoGenR8 Limited and its trading divisions, AFECO and Innov8 Products (the **Company**) or on its behalf in any capacity, including employees at all levels, directors, agency workers, seconded workers, agents, contractors and suppliers (**workers**).

This Policy takes into account, and supports the policies, procedures and requirements documented in the Company's Management Systems, compliant with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018. This implementation and operation of these management systems underlines its commitment to this policy.

The Company provides its clients with specialist engineering services, solutions and products as well as innovation and cleantech development. We are proud of our operation and manage our business to achieve both commercial and social benefits. We honour ethical values, respect people and the natural environment by minimising any negative environmental and social impacts and maximising the positive ones. We want to grow our business in a way that has value for everyone connected to it and our Code of Conduct and our Corporate Social Responsibility (**CSR**) Policy reflects this desire.

Code of Conduct

The Company is committed to conducting itself and its business in accordance with the following code of conduct:

- Transparency and credibility**
 We are committed to show complete openness towards customers, employees, suppliers and other stakeholders so that their understanding of our services and products and accurate, up to date and truthful. Do to this we regularly share updates internally as to the Company status, plans and projects and, where relevant, we share these same communications externally. We ensure we regularly post updates on our website to maintain an accurate reflection of what we do.

- **Anti-corruption**
 We will not tolerate corruption, bribery or any other illegal or unethical business activity. The Company has a dedicated Anti-bribery Policy which is clearly communicated to all staff as part of the induction process and is issued to our approved suppliers and part of our supplier approval process.
- **Non-discrimination**
 All our employees have been carefully selected on the basis of professional competences without regard to race, religion, race, skin colour, gender, age, disability, sexual or political orientation. We regard this as a strength and will not tolerate discrimination or harassment. The Company has a dedicated Equality and Diversity Policy which is clearly communicated to all staff as part of the induction process.
- **Taking care of employees**
 We wish to attract and retain the most competent employees therefore we strive to create a healthy and safe working environment with stimulating working conditions. We provide flexible working arrangements to accommodate the needs of family and social life. We do and will continue to pay a fair wage reflecting local markets and conditions and always meeting the national minimum wage.
- **Human rights**
 We will not employ illegal child labour, forced or bonded labour, human trafficking, forced overtime or condone illegal child labour. The Company has a dedicated Anti-Slavery Policy which is clearly communicated to all staff as part of the induction process and is issued to our approved suppliers and part of our supplier approval process.
- **Ethical purchasing**
 Where we rely on goods and services from third parties, we believe that good working relationships with our suppliers are central to success. We are committed to obtaining competitive goods and services whilst ensuring they are from sources which have not jeopardised human rights, safety or the environment. We expect our suppliers to adhere to business principals consistent with our own.

Corporate Social Responsibility

Based on our Code of Conduct, we have developed our Corporate Social Responsibility (CSR) strategy. CSR is a process where we work determinedly to contribute to sustainable development, both internally and externally. It is important to us that our CSR efforts are closely linked to and become integrate into our business operations.

Our ambitions are to:

- Operate in a sustainable manner in order to create long-term value through superior financial performance;
- Ensure our core values of innovation, quality, reliability and creativity are reflected in our behaviours and in our business conduct.

Our commitments include:

- Communicate promptly and accurately with our customers, employees, suppliers, stakeholders, regulators and all whom we do business with and not to mislead them or make promises that we cannot keep;
- Maintain accurate and reliable records of our legal and financial obligations and manage our affairs and never create records that are misleading;
- Fully cooperate with our internal and external auditors;
- Make a positive contribution to the societies in which we operate by supporting local initiatives;
- Strive to minimise our environmental impact and apply technology and methods to this end;
- Comply with, and where possible exceed, the laws, regulations and rules in the countries and communities in which we operate;
- Ensure all employees are treated with dignity and respect with no discrimination on the grounds of race, gender, disability, nationality, religion, philosophical belief, political belief, age, sexual orientations, family status or any other factor.

Employees responsibility

All employees have personal responsibility for the application of this Policy. It should be read and be familiarised with as part of each employee's induction and this Policy must be properly observed and fully complied with by all associated workers.

The Company will achieve its ambitions and act on its commitments by encouraging all employees and giving them responsibility for ensuring that its business decisions and actions comply at all times with the spirit of this CSR and Code of Conduct.

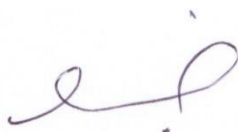
Review

This Policy applies to EcoGenR8 Limited and its trading divisions, AFECO and Innov8 Products. It is reviewed for each financial year.

This Policy relates to the 2020 / 2021 financial year.

I take full responsibility for ensuring the Policy is implemented.

Approved by A. Field
Director
November 2020

A handwritten signature in purple ink, appearing to be "A. Field".