

The objective of etrinsic's overall policy with regard to corporate social responsibility matters is to provide a reference point to guide stakeholders, including all employees, on the elements that drive the conduct of etrinsic's business and relationships with the world in which we operate.

We recognise our corporate responsibility commitments which are reflected in the seven principles shown below:

### **Standards of business conduct (Code of Ethics)**

We are committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional and legal standards. For further information see etrinsic's Code of Ethics.

### **Health & Safety**

We are committed to achieving continuous improvements in health & safety performance. For further information, see etrinsic's Health & Safety Policy.

### **Company Members**

We aim to deliver a competitive and fair employment environment, giving individuals the opportunity to develop and advance subject to personal performance and business opportunity.

For further information, see etrinsic's Equal Opportunities Policy, Harassment & Discrimination Policy and Training Policy.

### **Clients**

Our business and livelihood depends upon our clients. Every Company Member is responsible for ensuring that any contact with clients reflects professionalism, efficiency and honesty.

We strive to provide high quality service and products, together with good value for money.

For further information, see etrinsic's Mission Statement.

### **Environment**

Our objective is to endeavour to reduce our impact on the environment through a commitment to continual improvement. For further information, see etrinsic's Environmental Policy.

### **Suppliers**

We regard suppliers as our partners and work with them to help us achieve our policy aspirations in the delivery of our products and services. We are committed to working with suppliers to ensure the welfare of workers and labour conditions within our supply chain meet recognised standards.

For further information, see etrinsic's Ethical Purchasing Policy.

### Community

We are committed to being a responsible corporate citizen and recognise that our business activities have varying direct and indirect impacts on the society in which we operate. We endeavour to manage these in a responsible manner and are committed to reviewing and continuously improving our social responsibility commitment and encouraging our business partners to implement social corporate responsibility policies appropriate to their businesses.

For further information, see etrinsic's Community Policy.

### Scope

The Corporate Social Responsibility Policy applies throughout etrinsic to all Directors and Company Members.

The Chief Executive is the main Board Director with primary responsibility. Monitoring each of the underlying policy commitments is the responsibility of Directors and Managers.



### Matt Bird

Managing Director