



ASHWORTH
PEOPLE - PRODUCTS - SERVICE

Corporate & Social Responsibility Policy

Oliver Ashworth is totally committed to undertaking all our work in a responsible manner that achieves and maintains the highest standards and minimise our impact on society and the environment in accordance with our Principles of Conduct and Action. We demonstrate a transparent and ethical approach to our work and ensure it takes into account the needs and expectations of our key stakeholders including our customers, our employees, supply chain and local community.

Principles of Conduct

Professional Commitment

Means mobilising to the best of one's ability the knowledge and know-how of the individual and also calls for training to keep both up to date. It requires personal commitment and a willingness to take on the tasks assigned and to acquire knowledge necessary to do the job. It implies the effective contribution of each person in caring particularly for the environment and for worker health and safety.

Respect for Others

Is an absolute prerequisite for the professional and personal development of each person. It implies an acceptance of pluralism and other cultures and of people of all origins. It is expressed in a readiness to listen to others, to inform, to explain, and to engage in dialogue.

Integrity

Requires a rigorous adherence to probity in all professional activities. It means no individual may compromise the interests of Oliver Ashworth entrusted to that individual in favour of his or her own private interests – whether in dealing within the Company or in dealing on behalf of the Company with third parties, whatever local practices might be.

Loyalty

Requires honesty and fairness in dealing with colleagues and third parties dealing with the Company. In particular, it is incompatible with the pursuit of self-interest where the latter conflicts with the goals of the Company as a whole. It implies the adherence to the guidelines and internal rules of individual branches or the Company as a whole.

Solidarity

Is based on a sense of individual responsibility at work, which prevails over self-centred thinking. It encourages teamwork and bringing out the best in each person, in order to achieve the objectives of the branch and the Company.

Principles of Action

Respect for the Law

The Company will comply in all areas with applicable law consistent with international norms of behaviour and is integrated throughout the company and practised in our relationships. Our Bribery & Corruption policy commits to acting with integrity and working to our Principle of Conduct and Action at all levels within the company. Oliver Ashworth promotes fair competition and include ethical, social, environmental and health & safety criteria into purchasing and contracting practices. We will also reject all forms of active or passive corruption whether in domestic or international transaction.

Caring for the Environment

Oliver Ashworth actively promotes the protection of the environment. Our Environmental Management System certification to ISO14001 commits us to prevent pollution & ensure sustainable resource used. All company sites, wherever they are located, must be managed in a way that allowed the setting of clear environmental targets and the regular monitoring of environmental performances and measuring the same against these targets. We will strive to raise the main relevant environmental performance standards for our own sites – even if that means going beyond the requirements of local legislation.

Worker Health and Safety

We maintain a comprehensive Health and Safety Management system to protect our employees, our customers and the local community. The Company take particular care to adopt all measures necessary to ensure the best possible protection against health and safety risks in the workplace. We have adopted risk reduction policies and follow-up on the due application of the same, checking actual results against the applicable standards. Such policies apply both to our own employees and to employees of sub-contractors, when the latter are working on an Oliver Ashworth Site. We constantly strive to raise and maintain relevant health and safety performance standards of our own sites – even if that means going beyond the requirements of local legislation.

Human Rights

Oliver Ashworth will scrupulously ensure that its employees Human rights are respected through our Human Resources policies. Our policies safeguard fair labour practices and human rights resulting in fair

- Recruitment and promotion of employees
- Equality & Diversity
- Family Friendly & Flexibly working
- Disciplinary and grievance procedures
- Conditions of work, in particular working time and remuneration
- Termination of employment arrangements

Brian Smithers

Managing Director
1 May 2022