Eurosafe
SECURING THE NATION'S PPE

Corporate Social Responsibility Policy

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Eurosafe Ltd
8a Hauley Road, Dartmouth TQ6 9AA

Company Registration No. 02255151

Tel: 01803 834266
Email: sales@eurosafe.ltd.uk

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Corporate Social Responsibility Policy

Introduction

The Eurosafe Group and its members believe in conducting the affairs of its business in a manner which achieves sustainable growth at the same time demonstrating a high degree of social responsibility.
We recognise that we must integrate our values and operations to meet the reasonable expectations of our stakeholders. They will include our customers, investors, suppliers, the community and the environment.
We recognise that our social, economic and environmental responsibilities to our stakeholders are integral to the running of our business and we demonstrate these responsibilities through our actions and policies.
We will be open and honest in sharing our strategies, targets, controls and performance with our stakeholders in our continual commitment to sustainable development.

1. Environmental Responsibility

The Directors of Eurosafe and its member companies recognise that they have a responsibility to ensure that the operation and activities of the business do not cause a negative impact on the environment.

The group and its members are committed to implement and operate an environmental management system which minimises its negative impact on the environment and to work toward achievement of ISO14001.
We set aims and objectives to ensure we meet our responsibility to the environment by practical means, meeting environmental legislation, regulations and guidelines.
We will continually look for ways to reduce our waste output by recycling wherever possible and by reducing our negative impact on the environment by avoiding the creation of pollution.
To ensure we meet our aims and objectives we will create an awareness of our environmental policy through education and training and encourage contribution from our employees, suppliers and customers.
The following policy guidelines show the principal commitments the group has set:

1.1. Meet and where appropriate exceed the requirements of all relevant legislations;
1.2. Promote recycling and the use of recycled materials, while reducing consumption of materials wherever possible;
1.3. Minimise waste in all operations and product enhancement;
1.4. Take account of environmental issues when placing contracts / orders with suppliers of goods and services.
1.5. Employee involvement in environmental matters is encouraged and will be promoted through training, communications and reappraisal of working methods and techniques;
1.6. Monitor progress and regularly review the company environmental policies to keep them up-to-date and relevant.

2. Human Rights

The Eurosafe Group operates in a way which maintains acceptable practices with regard to their staff and the environment and requires its members and stakeholders to perform in the same way.
We accept that some of our suppliers source materials and finished goods from countries where there are cultural and legal differences however we do expect and require that they consider these differences when they carry out their own business and we purchase from only those who do.
Certain practices including the use of slave, bonded or child labour are unacceptable.
We expect our member's employees to be treated fairly, work reasonable weekly hours with proper regard for their human rights and social conditions, with freedom of association and without fear of exploitation, discrimination or harassment.
All employees should earn at least the minimum legal wage or minimum established within the industry to provide for basic living requirements.

3. Equal Opportunities

The Eurosafe Group and its member companies aim to be equal opportunity employers. The group and each member company have their own policy for this purpose. This policy covers all aspects of employment, from vacancy advertising, selection recruitment and training to conditions of service and reasons for termination of employment.
To ensure that this policy is operating effectively (and for no other purpose) the company/etc. maintains records of employees' and applicants' racial origins, gender and disability as completed on the Equal Opportunities Monitoring Form completed upon application. Ongoing monitoring and regular analysis of such records provide the basis for appropriate action to eliminate unlawful direct and indirect discrimination and promote equality of opportunity.
The company's long term aim is that the composition of our workforce should reflect that of the community. Where necessary, special steps as permitted by the relevant Acts of Parliament, will be taken to help disadvantaged and/or underrepresented groups to compete for jobs on a genuine basis of equality.
Each company Director is responsible for the effective operation of their company's Equal Opportunities Employment Policy. This policy can be provided on request however in brief the group's policies cover the following:

3.1. We believe our company should include a range of people from different backgrounds and different points of view. So when we hire someone we choose the best candidate without regard for gender, age, race, national origin, religion, disability or sexual orientation. We apply that same

standard when choosing suppliers, partners and anyone else we do business with.

3.2. People working with us can expect adequate pay for doing their job and special rewards for extraordinary work. They can also expect training; feedback; a safe, amenable place to work, freedom from bullying or favouritism and respect for their privacy, dignity and life outside work.

3.3. We do our best to communicate honestly and openly with everyone who has an interest in our company, including colleagues, suppliers, customers and shareholders.

3.4. We have a strict equal opportunities policy to ensure correct procedures are made aware to our staff and followed at all times.

4. Sustainability

In the operation of the business the Eurosafe Group and its members undertake to work in ways that meet and integrate with existing environmental, economic and social needs without compromising the well-being of future generations. This is achieved through careful sourcing of the products, services and utilities we use. The involvement of all of our stakeholders is essential in our contribution to sustainable development and through communication with our suppliers and training & development of our employees we will ensure that we meet our obligations to the future. The Head Office and member companies across the Eurosafe Group widely re-use and recycle packaging wherever possible; recycle paper, glass, plastic, ink cartridges, kitchen waste etc. as well as widely adopt energy efficient lighting, eco-friendly, mains-plumbed water coolers and promote the receipt and dispatch of bulk orders to reduce carbon emissions.

5. Ethical Trading and Impact on Society

The Eurosafe Group and its member companies are committed to working only with suppliers and manufacturers who do not comprise the basic human rights of their employees. We seek to develop business relationships with suppliers who have a respect for our ethical standards in the context or their own particular country's / region's culture. In order to achieve our objective, we set high standards of behaviour for ourselves and that of our suppliers and stakeholders. We feel it is important for us to have our own strict policy on Ethical Trading and to make our suppliers aware of this so they understand our business values. We require our suppliers to be able to trace the environmental and social impact they cause by their operations locally and further afield from the sourcing of raw materials and goods through to all levels of manufacturing, distribution and sales. This is detailed in our Ethical Trading Policy and those of our member companies.

If we find out that a supplier has breached our ethical trading policy, we work with them to try and resolve the issues. We believe it is more beneficial to over-come these issues rather than cease trade with them straight away. By working with suppliers to overcome their ethical issue we are securing the long-term security of their community.

Any suppliers not willing to work with us in this way will ultimately suffer the result of us ceasing trading with them.

In compliance with our ethical trading policy contracts and agreements are made clear in writing for the avoidance of doubt or question.

All employees will be provided with ethics training as part of their induction programme. Ongoing ethics training, as the ethics policy and procedure develops will be cascaded to employees across the group via individual Directors of member companies.

6. Business Ethics

The Eurosafe Group believes that it is important for the organisation and its employees to maintain high ethical standards in order to preserve its reputation in the marketplace.

Good ethics are important to ensure that the organisation meets not only its objectives in a fair and equitable manner but its wider social responsibilities externally. In addition, the group is committed to ensuring high ethical standards within the workplace.

Environmental/Social audits will ensure that the group is meeting its aims with regard to social impact and ethical behaviour and that its stakeholders perceive the group in a positive light.

Each member company has a Code of Conduct which employees are expected to abide by. A copy of the Code of Conduct and other policies relevant to this procedure are available in each member company's Staff Handbook.

The Data Protection Act 2018 requires seven key principles be followed. Employees of all member companies should ensure that they understand how GDPR impacts on their particular role, in particular with regard to external suppliers and customers.

During the course of employment, employees will have access to information of a confidential and sensitive nature. Employees must not disclose to a third party any organisational confidential information; either during their employment or after their employment has ended. Confidential information includes information on the organisation's present or potential customers or suppliers and any information relating to the organisation's business, including marketing, corporate or financial plans.

The group and its member companies encourage a free and open culture in its dealings between its officers, employees and all people with whom it engages in business and legal relations. The group and its members recognise that effective and honest communication is essential if malpractice is to be effectively dealt with and the group's success ensured.

All employees of the group and its member companies are required to adhere to the organisation's policy and procedure on business ethics. Employees who breach the organisation's policy on business ethics will be subject to disciplinary action up to and including dismissal.

Our code sets out the principles of integrity, professionalism, high standards, optimal use of resources and compliance with legal and other obligations. It includes guidance on

declarations of interest, confidentiality and accuracy of information, fair competition, business gifts and hospitality.

7. Health and Safety

The Eurosafe Group and its member companies have a positive and caring attitude regarding Health and Safety at Work and this is in the foremost of our minds in everything we do. The prevention of accidents, injury and damage is top priority. Everyone who is employed by a Eurosafe member company has a duty to other colleagues, the public and those employed by us to carry out our services.
Under Health and Safety at Work Act 1974 and the Management of Health and Safety at Work Regulations 1999, Eurosafe and its member companies have a duty to secure the well-being of its employees.
It has been, and always will be, our policy to give the greatest importance to the health, safety and welfare of all employees, others working on our premises and people visiting our premises. For this reason we have a strict Health and Safety Policy.
In Brief our Policy has two basic objectives:-

7.1. To provide a safe working environment and to ensure that all operations are carried out safely.
7.2. To secure the co-operation and involvement of all employees in achieving safe working environment. We cannot stop every accident from happening however we are passionate about minimising the amount, risk and extent of accidents by making sure we record any incidents and take appropriate measures to make certain they don't happen again. We ensure that all staff are aware of procedures and train several of our members so if an accident was to occur the safety and well-being of all parties involved would not be an issue.

8. Community Investment Strategies

The Eurosafe Group and its member companies share a common desire to give back to the community and are widely involved with a number of charities and community investment programmes.
Eurosafe members work on different projects within their geographical locality as well as projects in the developing world. These include charitable donations and donating our time or resources to help local charities and organisations. We also respect and protect our local environment. Some examples of the projects that our members are involved in are listed below:

8.1. One of our members provides free warehousing and free deliveries for "Amy's House" in Sheffield.
8.2. Members of the Eurosafe Group raise over £100,000 for charity by having a yearly Golf day.
8.3. The group helps to raise money for "Rainbows" a limited life hospice.
8.4. Several of our members donate old stock to local gardening projects.
8.5. The group has a charity cycle ride and donates the money to "Sparks".
8.6. Several member companies offer work experience placements to local school children.
8.7. The wide majority of our members are all accredited or working towards ISO 14001 environmental accreditation.