



# Corporate Social Responsibility Policy

At Kalsi Plastics UK Ltd, we define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner.
- Protecting the environment and the safety of people.
- Supporting human rights.
- Engaging, learning from, respecting and supporting the communities and cultures with which we work. In alignment with our Statement on Business Conduct, Kalsi Plastics UK LTD will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters.

All Kalsi Plastics UK Ltd employees and contractors will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. Kalsi Plastics UK Ltd Directors will act as role models by incorporating those considerations into decision-making in all business activities. Kalsi Plastics UK Ltd Directors will ensure that appropriate organisational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our businesses.

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

## **Business Ethics and Transparency**

Kalsi Plastics UK Ltd is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems.

Kalsi Plastics UK Ltd will conduct its business in an open, honest, and ethical manner.

Kalsi Plastics UK Ltd recognises the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets. Kalsi Plastics UK Ltd will advise our partners, contractors, and suppliers of our Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy.

Kalsi Plastics UK Ltd is committed to measuring, auditing and publicly reporting performance on its Corporate Social Responsibility programs.

## **Environment Health & Safety**

Kalsi Plastics UK Ltd is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors and the public. Kalsi Plastics UK LTD will provide a safe and healthy working environment, and will not compromise the health and safety of any individual. Our goal is to have no accidents, and mitigate impacts on the environment by working with our staff and suppliers to promote responsible environmental practices and continuous improvement.

Kalsi Plastics UK Ltd is committed to environmental protection and stewardship.

Kalsi Plastics UK Ltd recognises that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into our business decision-making.

All employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.



## Employee Relations

Kalsi Plastics UK Ltd will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced.

Kalsi Plastics UK Ltd will apply fair labour practices, while respecting the national and local laws of the countries and communities where we operate.

Kalsi Plastics UK Ltd is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment.

## Human Rights

Kalsi Plastics UK Ltd recognises that governments have the primary responsibility to promote and protect human rights.

Kalsi Plastics UK Ltd will work with governments and agencies to support and respect human rights within our sphere of influence.

Kalsi Plastics UK Ltd will not tolerate human rights abuses, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

Kalsi Plastics UK Ltd will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs and values of individuals and groups.