

Objective

We aim to develop **Jeaton** as a long term, sustainable business that delivers value for all our stakeholders including; our employees, customers, suppliers, business partners, and the wider community. By managing our business responsibly, we support the creation of a financially stable business and deliver value for our stakeholders.

Scope & governance

This policy is owned by the undersigned on behalf of the Company and applies to all **Jeaton** employees, and relevant stakeholder groups. We ensure this policy is embedded into all of our business activities. The policy is reviewed annually and is shared with stakeholders through appropriate channels.

Areas of focus

To operate sustainably we focus our activities in our key impact areas. These impact areas reflect both our opportunities to make a positive difference and manage our non-financial risks. By managing these areas well we believe we can deliver the best possible benefits for both our business and the wider world.

Responsible business practices

Our statement of business principles and code of ethical conduct set out our shared business values and our commitment and the standards of behaviour we expect from all involved. We ensure that these practices are upheld across our business through our Employee Handbook and employee training programmes. Our expectation is that our suppliers replicate with their own practices.

Customers

We believe in delivering excellent service for our customers to meet all of their needs. We ensure that we manage their service responsibly, adhering to any legal requirements. We have robust policies and procedures in place to ensure we meet these requirements.

Supporting our employees

We value our employees and are committed to providing them with a workplace which is safe and secure. We aim to create a culture where every employee is treated fairly and with respect. We recognise the value that a diverse workforce can bring and we do not accept any form of discrimination. We believe in creating an inspiring workplace, committing to developing our people, giving them the right skills to help deliver our business strategy.

Managing our supply chain

We aim to develop mutually beneficial relationships with our suppliers and we are committed to working with suppliers who meet our business and sustainability standards. Our supply chain is monitored to ensure, where possible, we source locally and engage with suppliers who monitor their supply chains to guarantee fair trade practices and avoidance of enforced labour at all stages.

Environmental management

We are committed to identifying, managing and minimising the environmental impact of our business operations. We have an environmental management system in place to help us manage our impacts and ensure that we comply with all relevant environmental legislation. Our risk management process also considers environmental risks on a site-by-site basis.

Investing in our local communities

We engage with the local communities in which we work, committing to making a positive social and economic impact and understanding and managing any negative impacts of our business operations. We also seek to make a positive social contribution through the services we provide to our customers and our customers' customers and we have programmes in place to support employee volunteering and fundraising and local community programmes.

This policy outlines our framework for responsible business management and is an integral part of our sustainability and business strategy.

Alan Brierley – Managing Director