

Corporate and Social Responsibility Policy

CSR is defined as the integration of business operations and values, whereby the interests of all stakeholders, including investors, customers, employees, the community, and the environment are reflected in the company's policies and actions.

Commitment and Aims

RI Works Ltd are committed to:

- Continuous improvement in our Corporate and Social Responsibility (CSR) Strategy by:
 - Encouraging our business partners to implement CSR
 - Continually improving our performance and meeting all applicable legislation
 - Informing our staff to be mindful of the effect of their actions on non-renewable resources
 - Introducing procedures to assist with implementing CSR

The CSR policy applies throughout all activities of the company

- RI Works Ltd recognises that CSR embraces all aspects of sustainable development and social issues which are of most relevance to RI Works Ltd and decide at what stage this CSR policy could most effectively and legally be implemented
- RI Works Ltd shall operate in a way that safeguards against unfair business practices
- RI Works Ltd believe that a responsible approach to developing relationships between companies and communities they serve is a vital part of delivering business success
- When carrying out our business, RI Works Ltd will determine the environmental, social, and economic issues
- RI Works Ltd will continually review all policies and business practices to encourage engagement with business partners and to promote development

Corporate Governance

- RI Works Ltd are committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional, and legal standards
- All the laws that regulate and apply will be complied with
- RI Works Ltd endeavour to ensure that stakeholders have confidence in the decision making and management processes of the services provided, by the conduct and professionalism of all staff. RI Works Ltd do this by continually training and developing our staff
- All groups and individuals with whom RI Works Ltd have a business relationship with will be treated in a fair, open, and respectful manner
- Competition will be reasonable and based upon the quality, value and integrity of the service being provided
- Feedback on performance will be actively sought, and RI Works Ltd will encourage customers to give feedback on our performance and ensure that all customer comments are analysed, responded to and where appropriate, acted upon
- An action plan shall be developed to ensure continuous improvement is achieved

Environment

- RI Works Ltd objective is to endeavour to reduce the impact on the environment through a commitment to continual improvement
- RI Works Ltd will continue to work with our partners to reduce their impact on the environment
- RI Works Ltd will, by applying Responsible Care to all activities, assess the environmental impact and report against these findings and report these openly to all stakeholders

Human Rights

- RI Works Ltd aim to support and respect the protection of Internationally proclaimed human rights
- All partners are actively encouraged to observe international human rights norms within their work
- RI Works Ltd aim to eliminate discrimination based on any grounds (Race, Creed, Colour or Religion) and promote equality of opportunity in the supply chain

Sustainability

- A Sustainable Policy for the Procurement of Services will be maintained which shall set out the principles, policies, and procedures within the company

Ethics and Ethical Trading

- RI Works Ltd will ensure clear visibility through the utilised supply chains to know where products are being moved from and to
- Training will be provided to all relevant people on environmental and social issues affecting the supply chains
- RI Works Ltd will ensure that all partners uphold the workplace standards and behaviours that are consistent with the company's requirements
- A documented environmental and social assessment will be undertaken for every new contracted partner
- RI Works Ltd are committed to ensuring that the welfare of workers and labour conditions within the supply chain meet or exceed recognised standards
- RI Works Ltd hold regular meetings with partners to support these ideas

Signature

A handwritten signature in blue ink, appearing to read 'N Chadd', is written over a horizontal line.

Name

Nick Chadd

Position

Managing Director

Date

5th January 2023