



Specialists in Roofing  
and Waterproofing

# Corporate Social Responsibility

## Purpose

The purpose of this policy is to set out the values of the organisation in relation to corporate social responsibility, with particular emphasis on the environment.

## Definition

Corporate Social Responsibility (CSR) is about how companies conduct their business in an ethical way, taking account of their impact economically, socially, environmentally and in terms of human rights. CSR includes social partners such as local communities, and global responsibilities such as protecting the environment and ensuring good labour standards in overseas suppliers.

## Respect for the Individual

Radmat's relationships with its employees, customers and business partners are valued and respected. Accordingly, we are committed to ensuring that each person involved in the development, production, distribution, sale and service of our products is treated with dignity and respect, and has a meaningful opportunity to contribute to the company's success.

## Human Rights

The respect for human rights is part of our effort to conduct business in an ethical manner, Radmat will not engage in business practices or activities that compromise fundamental human rights.

## Working Conditions

Radmat is committed to ensuring that the individuals are afforded responsible working conditions, and are treated with dignity and respect.

## Child Labour

We shall not hire children who do not reach the legal age for work in each country and region.

## Forced Labour

No form of human trafficking, forced, bonded or compulsory labour shall be used.

## Compensation and Working Hours

Wages, including overtime and benefits, shall comply with local law, including those relating to minimum wages, overtime hours and legally mandated benefits. Working hours shall comply with applicable local laws.

## Harassment and Discrimination

Harassment or discrimination in any form is not acceptable.

## Freedom of Association

We encourage open communication with management regarding working conditions without fear of reprisal, intimidation or harassment. In addition, employees shall, in accordance with local laws, have the right to associate freely, and join – or choose not to join – labour unions or workers' councils.

## Health & Safety

Employees shall have a safe and healthy working environment that meets or exceeds applicable standards for occupational safety and health.

## Business Ethics and Compliance

Trust is a critical foundation of a successful and sustainable business. We have worked diligently throughout the history of our company to foster trusting relationships among Radmat and its customers, suppliers, business partners and dealers. To maintain a high degree of trust with all stakeholders, it is therefore a core responsibility of all Radmat employees to conduct business in an open, honest and ethical manner, and to follow the company's code of ethics in all their business practices. This includes upholding all laws in the places where we do business.

## Prevention of Corruption

We shall establish transparent and fair relationships with government entities and public officials. All political contributions and donations shall comply with each country's and region's laws.

## Diversity & Inclusion

Radmat recognises that diversity and inclusion are critical to our business operations. Diversity in our workforce and supply base helps foster innovation. We embrace diversity across all levels of our business, and among our Employees, suppliers, dealers and communities in which we do business.

## Environmental Management

Based on the Radmat Environmental Policy.

## Impact on the environment

The organisation is committed to acting responsibly, and not damaging the environment. All employees are required to take this seriously and:

- Recycle materials wherever possible
- Not print off e-mails unnecessarily
- Consider the ethical stance of suppliers before placing orders
- Dispose of any chemicals responsibly and carefully
- Think about the impact of their actions on the local community

## **Interactions with the community**

It is important to the organisation to develop good relationships with the community where the organisation operates. Employees are encouraged to become involved in community activities, and might (depending on business demands) be allowed some time off to assist in community events. Employees must make every effort not to damage the relationships that the company has with the community.

## **Induction process**

All employees must be introduced to the approach the organisation takes to CSR and the environment during the induction process. Line managers are responsible for ensuring that this has happened, and that employees have understood all aspects of the ethical stance.

## **Training**

All employees should participate in the training session run by the HR department explaining the approach of the organisation to CSR and the environment and how this has an impact on the activities carried out within the organisation.

## **Interactions with customers and suppliers**

All interactions with customers and suppliers should follow the ethical stance of the organisation. Any deliberate non-adherence with the ethical stance might result in disciplinary action.

## **Product development**

The development of all products and services within the company must be carried out within the guidelines set by the ethical stance.

## **Communication**

All communications from the company must adhere to the ethical stance as set out in this policy.