

## Corporate Social Responsibility Policy

### *Policy Brief & Purpose*

Our Corporate Social Responsibility (CSR) Company policy refers to our responsibility toward our environment. We recognised that our Company's existence is part of a bigger system of people, values, other organisations, and nature.

### **What is corporate social responsibility?**

Our Corporate Social Responsibility (CSR) Company policy outlines our efforts to give back to the world as it gives to us.

### *Scope*

This policy applies to our Company. It may also refer to suppliers and partners.

### *Policy elements*

We want to be a responsible business that meets the highest standards of ethics and professionalism. Our Company's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our Company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

### **COMPLIANCE**

#### **Legality**

Our Company will:

- Respect the law



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IN PEOPLE



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- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

## Business ethics

We'll always conduct business with integrity and respect to human rights. We'll promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery, anti-corruption, and anti-slavery practices

## Protecting the environment

RVT recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing waste and using chemical substances.

## Protecting people

We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Support diversity and inclusion.

## Human rights

Our Company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair employment practices. We'll ensure that our activities do not directly or indirectly violate human rights in any way.

## PROACTIVENESS

## Charity



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RVT Group is pleased to support a wide range of charities and causes, with particular focus on those that have synergy with our own inner purpose, protecting long-term health on site. Further details of the charities we support, and sponsor can be found on our website:

[Charities We Support](#) | [About Us](#) | [RVT Group](#)

### Supporting Our Community

We encourage all of our employees to participate in charitable fundraising events. Recent examples of our charitable giving focussed on our local community include: a toy appeal for a local-children, food hampers for families in need as defined by HomeStart, couch to 5k in aid of the British Lung Foundation.

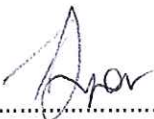
### Preserving the environment

Apart from legal obligations, our Company will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Using environmentally-friendly technologies

### Learning

We actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Our Company will try to continuously improve the way it operates.

Signed  .....

Director  .....



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