



Corporate Social Responsibility Policy Statement

The Elliott Group recognises that, as a business, its activities impact upon the environment, stakeholders in general and all other members of the public sphere. We are committed to conducting our business in an ethical and sustainable manner; dealing fairly, openly and honestly with our employees, clients and the wider community.

It is our aim to ensure that our impact is a positive and beneficial one, by not only eliminating those practices that harm or have the potential to harm the environment, our clients, employees, local communities, stakeholders in general and all other members of the public sphere, but to actively put in place corporate arrangements to improve the environment; the lives and living conditions of our neighbours through the design of our products; the proposal and support of local initiatives; addressing social and community issues relevant to our sphere of influence and to responsibly source our material and labour, using local resource where practicable.

To achieve the foregoing we shall proactively:-

- adhere to the principles, specifications and guidance given in relevant statute and ISO 26000 {draft}
- actively encourage safe working practices such that the health, safety and welfare of all our employees and others that may be affected by our operations is assured;
- actively engage with, inform and consult with our employees and other stakeholders on issues that may impact upon the quality of their lives and eco-systems; take cognisance of their views and feed-back the actions taken;
- promote diversity within the workplace, in employment of the best people and to encourage growth
- promote the 'public interest' by actively encouraging community growth and development;
- include within the decision making process, social and public interest;
- include within the decision making process environmental interests including the ethical procurement of material from sustainable sources and to actively promote Global Sustainable Resource Development;
- carry out training in all aspects of Corporate Social Responsibility including legislation and compliance; client confidence and business benefits; risk management; sustainable development; applied ethics and social awareness
- appoint Divisional Senior Management Representatives within the business to 'Champion' Social Responsibility

Our goal is the continuous improvement of the "triple bottom line"

People – Planet - Profit

The Organisation responsible for the implementation of this policy is that within the IMS Book 1
The arrangements for the implementation of this policy are those contained within the IMS Book 4

For and on behalf of Elliott

A handwritten signature in black ink, appearing to read "MA Eburne". The signature is written in a cursive, flowing style.

Mr. Mark Eburne
Managing Director