



CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

Fawkes & Reece seek to be a good corporate citizen in everything that it does, to demonstrate this we are committed to environmental sustainability and the development of society through ethical business activities, which include respects for human rights and excellent employment practices as a core value.

Our Guiding Principles.

- A corporate goal to comply with all applicable legislation and to look for ways to surpass compliances.
- To operate our business in such a way that it is easy for others to see what actions we are taking to manage our business, in other words to conduct our business in a transparent way
- Acting in ways consistent with what society and individuals typically think are good values.
- We will respect the opinions and guidance from all those parties who have an interest in our business
- Our business will be based on sound relationships with our stakeholders through open and fair communication.
- Our ethical employment practices include:
 - Having effective human resources practices in place
 - Training our staff in relevant legislation
 - Understanding our supply chain employment practices
 - The actions which will be taken where a supplier is found to have been involved in modern slavery
 - Due Diligence when we enter into new, or extending existing, procurement contracts.

All employees and suppliers should know how to identify or prevent exploitation.

We expect our business partners to support this policy and build their business on an ethical framework in accordance with the broad principles of this policy.

This policy will be reviewed annually as part of the Management Review process, to ensure its continued relevance and adequacy.

It is part of the company's training programme; to ensure that this policy statement is briefed, understood and implemented at all levels within the company.

Signed:

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Position:

Managing Director

Date:

November 2022