



Corporate and Social Responsibility Policy

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ventos
LEADERS IN ESSENCE



Commitment



- Continuous improvement in our Corporate and Social Responsibility (CSR) strategy.
- Acting in a socially responsible way.
- Continually improving our performance and meeting all relevant legislation.
- Encouraging our staff to be mindful of the effect of their actions on any natural resource.



Purpose and Aims

- The purpose of the policy is to make clear to our customers and employees what we mean by CSR and how we propose to work towards achieving it. The CSR policy applies throughout all the Procurement Service and governs our approach to all our activities.

In implementing this policy, we aim to:

- Be responsible.
- Be an exemplar of good practice.



Sstandards of business conduct



- We recognize that good CSR embraces all aspects of sustainable development and the way we affect people through our business operations.
- We will assess which social issues are of most relevance to the contract and decide at what stage in the procurement lifecycle this social policy could most effectively and legally be included.
- We shall operate in a way that safeguards against unfair business practices.
- We believe that a responsible approach to developing relationships between companies and the communities they serve, global or local, is a vital part of delivering business success.
- When carrying out our business, in consultation with our customers, we will determine the environmental, social and economic issues.



Corporate Governance

- We will share and declare information on personal and corporate conflicts of interest and seek guidance from higher authority before acting.
- We 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.
- Competition will be reasonable and based upon the quality, value and integrity of the products and services being supplied.
- An Action Plan will be developed to ensure continuous improvement is achieved.



Eenvironmentment



- Our objective is to endeavor to reduce our impact on the environment through a commitment to continual improvement.
- We will continue to work with our vendors to reduce their impact on the environment.



Human Rights

- We aim to support and respect the protection of internationally proclaimed human rights.
- Vendors are actively encouraged to observe international human rights norms within their work.



Equally and Diversity



- We aim to eliminate discrimination on any grounds and promote equality of opportunity in the supply chain.
- We will ensure that our customers and vendors are able to work together in confidence and be treated with respect by each party.



Sustainability

- A Sustainable Procurement Policy will be maintained that will set out the principles, policies and procedures on which sustainable business activity within Company will be based;
- The policy will act as a prompt to staff consider sustainability as a factor in all purchasing decisions;
- We seek to minimize the adverse environmental effects of people travelling to and from our offices.
- Nowadays 100% of our electricity comes from renewable sources.



Impact on Society



- We will take steps to understand how we can most effectively support the needs of the local community and implement initiatives accordingly.
- Dialogue with local communities shall be encouraged for mutual benefit.



Ethics and Ethical Trading

- We will ensure clear visibility through our supply chains, so we know where all our products could be made.
- Training will be provided to relevant people on environmental and social issues.



Biodiversity

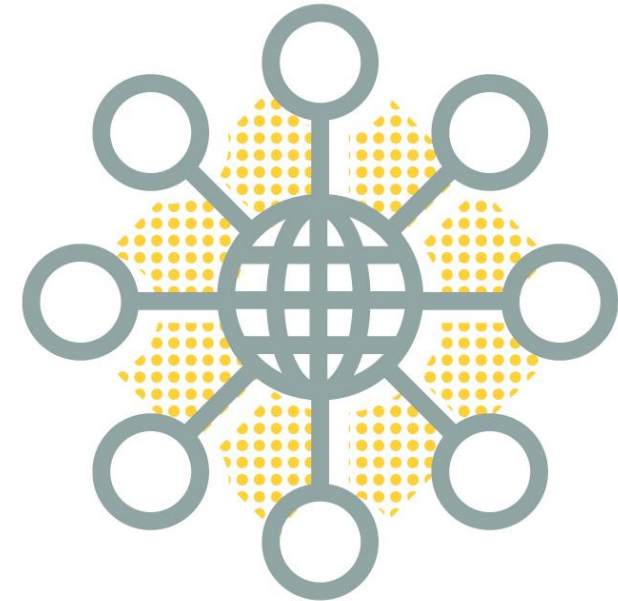


- We actively encourage the use of sustainable practices in the maintenance of the Company grounds and premises.



Vendors (Suppliers)

- Vendors will be worked with to help us achieve our policy aspirations in the delivery of our products and services;
- We shall encourage vendors to adopt responsible business policies and practices for mutual benefit;
- We are committed to ensuring that the welfare of workers and work conditions within our supply chain meet or exceed recognized standards;
- Where necessary, we will exert procurement pressure to ensure that all our vendors behave in a socially responsible way. This includes environmentally-friendly products and making sure that workers are treated properly.



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



