

Published Date: February 2025

This policy describes Technoprint's commitment to the principles of Corporate Social Responsibility (CSR). We are committed to the below and aim to continually strive to improve our own and our supply chain CSR performance.

1 Human Rights



Technoprint are committed to the following:

- Employment is freely chosen with no forced or child labour used. *We are committed to maintaining zero human rights, or corruption sanctions against us, year on year.*
- As per our Harassment & Bullying policy (CON185), our workers are free to work without discrimination or fear; there is also no discrimination in the hiring process as per our Equal Opportunities Policy (CON184); there is a whistleblowing procedure to support reporting of any issues. *We are committed to 100% of our staff trained in preventing harassment and bullying, each year*
- Staff are free to join or form trade unions of their own choosing
- Staff are paid above the national minimum wage with fair and equal pay based on skill level and regardless of your age or gender.
- Working hours are not excessive and all overtime is voluntary
- Working conditions are safe and hygienic with access to water and refreshments
- We invest in training to help develop our staff
- Staff are supported with both physical and mental wellbeing through regular review meetings

2 Environmental



In line with our environmental policy (CON23), Technoprint are committed to the following:

- Comply with applicable legal requirements and other requirements to which the company subscribes and which relate to our environmental aspects. *We are committed to maintaining zero environmental sanctions against us, year on year*
- Include the consideration of environmental issues in all business strategies and initiatives
- Technoprint Senior management are committed to ensuring that protection of the environment is firmly embedded in both the company's and all employees' culture and will endeavor to influence its suppliers and customers in a similar strategic environmental manner. *We are committed to raising environmental awareness with 80% of our key customers and suppliers by 2026*



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- Aim to prevent pollution, reduce waste and minimize the consumption of resources. *We are committed to reducing our overall carbon footprint by 50% from a 2023 baseline by 2030 and are committed to 90% of the waste generated in our site will be recycled or reused by 2030*
- Educate, train and motivate employees to carry out tasks in an environmentally responsible manner and ensure that continuous professional development strategy remains core to our business goals. *We are committed to 100% of our staff trained in environmental practices, year on year*

3 Responsible Trading



Technoprint are committed to maintaining high standards from us and our suppliers. In line with our Code of Conduct (CON146), Data and site security policy (CON116) and Sustainable Procurement policy (CON189):

- We will not tolerate forced or child labour, human trafficking, inhumane working conditions or intimidation of any kind. *We are committed to 100% of our Key suppliers having no human right sanctions recorded against them, year on year*
- We will not tolerate corruption or bribery and are committed to always trading in an ethical and honest manner. *We are committed to 100% of our staff trained in corruption & bribery prevention, year on year*
- We expect our suppliers to also be aware of and consider their impact on the environment. *We are committed to 100% of our key suppliers having no environmental sanctions recorded against them, year on year*
- We protect the data and property of our employees, customers and suppliers. *We commit to no data breaches and 100% of our staff trained in data and site security each year*
- Our suppliers are required to sign a supply agreement and code of conduct which refers to all of above. *We are committed to 100% of our Key suppliers signed a supplier code of conduct by 2030*
- We will monitor our suppliers and take reasonable and practical steps to ensure these standards are maintained

4 Community



Technoprint recognise that we play an important role and have a responsibility to our local community:

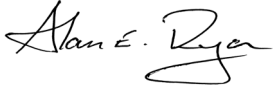
- We aim to make the local community a better place and encourage our employees to get involved in local community events. *We are committed to supporting a local charity each year.*
- We aim to ensure that as a company we create a good impact on our local community.
- We encourage our staff to participate in volunteering activities, as per our Employee Volunteering policy (CON186).



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Technoprint Senior Management will ensure this policy is read and understood by our employees and made available to everyone via our website. It will be reviewed annually.

Signed on behalf of Technoprint:



Name: Alan Ryan

Position: Managing Director

Employee commitment

I agree to follow the Technoprint Corporate Social Responsibility policy

Signed: _____

Date: _____

