

Issue: 1.02

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 CSR performance.

1 Human Rights

Technoprint are committed to the following:

- Employment is freely chosen with no forced or child labour used
- Our workers are free to work without discrimination or fear; there is also no discrimination in the hiring process
- Staff are free to join or form trade unions of their own choosing
- Staff are paid above the national minimum wage
- 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 and apprenticeship programmes to help develop our staff
- Staff are supported with both physical and mental well being

2 Environmental

In line with our environmental policy CON000023, 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
- 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
- Aim to prevent pollution, reduce waste and minimize the consumption of resources
- 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

3 Responsible Trading

Technoprint are committed to maintaining high standards from us and our suppliers:

- We will not tolerate forced or child labour, human trafficking, inhumane working conditions or intimidation of any kind
- We will not tolerate corruption or bribery and are committed to always trading in an ethical and honest manner
- We expect our suppliers to also be aware of and consider their impact on the environment
- Our suppliers are required to sign a supply agreement which makes reference to all of above
- 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 aim to ensure that as a company we create a good impact on our local community

