

Corporate Social Responsibility Policy

Introduction

Bioclad Ltd recognises its business activities have both direct and indirect impacts on the societies and environments in which it operates. It is our policy to manage all potential impacts in a professional and responsible manner. We believe sound and appropriate performance in relation to corporate social responsibility is linked to our success.

We are committed to reviewing and continuously improving our corporate social responsibility and encouraging our business partners to strive for the same values, objectives and levels of performance.

We have formalized our Corporate Social Responsibility through a framework of policies:

Standards of business conduct (Code of Ethics)

We are committed to ensuring all aspects of our business activities are conducted according to rigorous ethical, professional, and legal standards. Our main policies are set out in our Staff Handbook which is issued to every employee and reviewed on an annual basis or if there is a change to legal requirements or other significant business change.

Environment

We recognise we have a shared responsibility to protect our planet. We are committed to reducing our impact upon the environment arising from our business activities through the products and services we provide.

Although our facilities and operations have a small ecological footprint, we aim to reduce the environmental impact of our business through preservation, conservation, waste reduction practices and considerate waste management.

Health and safety

The health and safety of our employees and those it shares business activities with, is of paramount importance to Bioclad Ltd. To this end we have established a Health & Safety Policy which sets out our commitment to health and safety. We also ensure our supply chain has such policies in place to protect its workers.

Employees

We aim to be the employer and supplier of choice in our chosen business sector. We are committed to the development and wellbeing of our employees.

We take seriously our responsibilities to protect and support our workforce. We treat all employees with dignity and respect and follow all applicable laws, legislation related to labour, and human rights. We are committed to providing fair and reasonable working conditions and remuneration and to providing career opportunities and developing our staff. This is achieved in areas such as workplace safety, health and wellness, diversity and inclusion, and training and development. We believe in opportunity for all and are steadfast in our commitment to equal employment opportunity, the protection of human rights, and the prevention of human trafficking.

Clients

We recognize our business and livelihood depends upon our customers and we strive in all our business activities to deliver high quality and value in the services we provide. Bioclad Ltd take every opportunity to work with our clients and supply chain to identify better working practices and techniques to benefit them in their own business environments and reduce the impacts their activities may have.

Suppliers

Bioclad Ltd regard our suppliers as partners and we work with them to support the successful delivery of services to our clients.

Community

The company strives to be a role model corporate citizen in the sector in which we operate and we encourage participation in various non-political, non-sectarian projects and charities.