

Corporate & Social Responsibility (CSR) is defined as the integration of business operations and values, whereby the interests of all stakeholders including investors, customers, employees, the community, and the environment are reflected in the company's policies and actions.

Commitment and Aims

Global Mill Relines (GMR) are committed to:

- Continuous improvement in our Corporate and Social Responsibility (CSR) strategy by.
 - Encouraging our business partners to implement CSR.
 - Continually improving our performance and meeting all applicable legislation.
 - Informing our staff to be mindful of the effect of their actions on non-renewable resources.
- The CSR policy is to make clear to all stakeholders what GMR mean by CSR and how GMR propose to work towards implementing and achieving CSR. The CSR policy applies throughout all activities of the company.
- GMR recognise that CSR embraces all aspects of sustainable development and social issues which are of most relevance to GMR and decide at what stage this CSR policy could most effectively and legally be included.
- GMR shall operate in a way that safeguards against unfair business practices.
- GMR believe that a responsible approach to developing relationships between companies and communities they serve, national and international, is a vital part of delivering business success.
- When carrying out our business, GMR will determine the environmental, social, and economic issues.
- GMR will continually review all policies and business practices to encourage engagement with business partners and to promote development.

Corporate Governance

- GMR 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.
- GMR endeavour to ensure that stakeholders have confidence in the decision-making and management processes of the service provided, by the conduct and professionalism of all staff. GMR do this by continually training and developing our staff.
- All groups and individuals with whom GMR have a business relationship will be treated in a fair, open and respectful manner.
- Competition will be reasonable and based upon the quality, value and integrity of the services being supplied.
- Feedback on performance will be actively sought, and GMR will encourage customers to give feedback on our performance and ensure that all customer comments are analysed, responded to and where appropriate, acted upon.
- An Action Plan will be developed to ensure continuous improvement is achieved.

Environment

- GMR objective is to endeavour to reduce the impact on the environment through a commitment to continual improvement.
- GMR will continue to work with our partners to reduce their impact on the environment.
- GMR will by applying Responsible Care to all activities, assess the environmental impact and report against these findings and report openly to all stakeholders.

Global / Local ID: POL 0013	Org Code: GMR	Local Code:	Document Type: POLICY	Running No:	Revision: 1	Sheet of Sheets: 1 (3)
--------------------------------	------------------	-------------	--------------------------	-------------	----------------	---------------------------

Human Rights

- GMR aim to support and respect the protection of internationally proclaimed human rights.
- All partners are actively encouraged to observe international human rights norms within their work.
- GMR aim to eliminate discrimination based on any grounds (Race, Creed, Colour or Religion) and promote equality of opportunity in our industry.

Sustainability

- A Sustainable Policy for Procurement of services will be maintained that will set out the principles, policies, and procedures within Company.

Ethics and Ethical Trading

- Training will be provided to relevant people on environmental and social issues affecting the industry.
- GMR will ensure that partners uphold the workplace standards and behaviours consistent with the Company's requirements.
- GMR are committed to ensuring that the welfare of workers and labour conditions within the industry meet or exceed recognised standards.
- GMR hold meetings with partners to support these ideas.



Laurie Ralph
Managing Director
24th June 2020

Global / Local ID:	Org Code:	Local Code:	Document Type:	Running No:	Revision:	Sheet of Sheets:
POL 0013	GMR		POLICY		1	2 (3)



Global / Local ID:	Org Code:	Local Code:	Document Type:	Running No:	Revision:	Sheet of Sheets:
POL 0013	GMR		POLICY		1	3 (3)