



CORPORATE SOCIAL RESPONSIBILITY

Milexia UK Limited (Milexia) acknowledges that running our business has an effect on society. We have a responsibility to our customers, our suppliers, our employees and contractors, as well as the wider community in which we operate.

Milexia is committed to taking responsibility for our actions and we encourage a positive contribution towards improving standards for our customers, suppliers and employees, minimising the impact we have on the environment and improving the quality of both our local and the wider community.

By having this Corporate Social Responsibility policy (CSR), we are committed, wherever possible, to:

- Conducting ourselves responsibly and in an ethical manner
- Creating a positive and supportive working environment
- Improving service levels to our customers and suppliers/partners
- Acting fairly in all dealings with suppliers and other third parties
- Supporting our local, and the wider, community
- Minimising the impact on our environment.

Scope & Responsibility

Our Managing Director has overall responsibility for our CSR policy and ensuring its implementation. He has a key role in ensuring that the systems and controls we have in place are effective.

All employees have a role to play in complying with our CSR policy and associated policies and are encouraged to make suggestions regarding new initiatives.

Milexia is committed to the highest standards of honesty, openness and accountability. As such, we actively encourage all employees who have a serious concern about any real or perceived departure from our high ethical standards to voice these concerns openly.

We commit to reviewing this policy on a regular basis to ensure that:

- it remains up to date, compliant and relevant to the needs of the Company and our employees
- it is in effective operation throughout the Company.

Our Conduct & Ethics

Milexia conduct our business operations in compliance with all applicable national and international laws, rules, regulations and all relevant statutory requirements that are applicable to us.

We act fairly and ethically, aiming to adopt the highest professional standards and not to act in such a way as to compromise our Company's integrity.



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Our Working Environment

Milexia recognises that our employees are our most important asset. We actively seek to offer our employees a positive, healthy and safe working environment and ensure that they have rewarding careers and job satisfaction.

We keep our employees informed and consult with them. We maintain an Employee Handbook and Policy Store, which sets out the rights and expectations of all employees.

We seek to ensure that all employees have access to the training they need; both for their own development and to enable them to deliver a high quality service.

We consider all employees to be equal and we aim to create a working environment which is free from unlawful discrimination or harassment.

Our Community

In considering our impact on the community, Milexia have resolved to sponsor or otherwise support local charities. Our chosen charities are regularly reviewed, but recent beneficiaries include St Michael's Hospice and Naomi House.

Our Customers

Milexia are committed to delivering a high level of service to all our customers. We believe in the principle of honest and honourable behaviour, keeping the company beyond reproach.

Our Suppliers

We are committed to treating our suppliers fairly. We endeavour to enter into clear and fair contracts and commit to the timely settlement of supplier invoices.

Our Environment

We are committed to behaving responsibly and to minimising our impact on the environment. We comply with all applicable laws and regulations relating to environmental standards, waste and chemical management.

Associated Policies & Documents

- Anti-Bribery & Corruption
- Environmental
- Equal Ops/Equality
- Mission Statement
- Training & Development
- Company Values
- Ethical Trading
- Health & Safety (safetynet)
- Modern Slavery
- Whistleblowing

This Policy has been approved by our Managing Director and will be reviewed annually.

John O'Brien
Managing Director Milexia UK

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