



## CORPORATE SOCIAL RESPONSIBILITY POLICY

**WEC GROUP** recognizes that must integrate the business values and operations to meet the expectations of the interested parties (stakeholders, customers, employees, investors, suppliers, the community, the environment).

**WEC GROUP** aims to demonstrate these responsibilities through all actions and within Group corporate policies, which have been developed and continue to be reviewed and updated by reference to relevant codes of corporate governance and national and international standards.

**WEC GROUP** takes as very important all feedback received from all interested parties and maintains an open dialogue to ensure that fulfills the requirements outlined within this policy.

**WEC GROUP** is open in communicating its strategies, targets, performance and governance to all interested parties in its continual commitment to sustainable development.

The Managing Director is responsible for the implementation of this policy and will make the all resources available to realize group corporate responsibilities.

The responsibility for group performance on this policy rests with all employees throughout the company.

### **WEC GROUP is focused:**

On ensuring a high level of business performance while minimizing and effectively managing risk, ensuring that the values of honesty, partnership and fairness in relationships with all interested parties are maintained.

On setting out the agreed terms and conditions on all contracts and creating and maintaining the basis of all relationship and on operating in a way that safeguards against unfair business practices.

On encouraging external providers to adopt responsible business policies and practices.

On encouraging dialogue with local communities for mutual benefit.

On registering and resolving customer complaints in accordance with group complaints procedure.

On supporting helping local community organizations and activities in our region, particularly local charities.

On being against child slavery and trafficking.



On operating an equal opportunities policy for all present and potential future employees and on offering to all employees clear and fair terms of employment and on providing resources to enable their continual development.

On providing safeguards to ensure that all employees of whatever nationality, colour, race or religious belief are treated with respect and without sexual, physical or mental harassment.

On providing, and maintaining, a clean, healthy and safe working environment in line with Group Health and Safety policy and safe systems of work.

On developing Environmental policies and objectives as part of the business planning cycle.

Managing Director,

A handwritten signature in black ink, appearing to read 'S. Hartley', written over a horizontal line.

Steve Hartley

Date, 21. 3. 19.

05/03/2019