

CORPORATE SOCIAL RESPONSIBILITY

APPLICABLE TO WP GROUP AND ALL OF ITS SUBSIDIARIES

Sustainability is central to WP Group (WP) and its subsidiaries. By embedding the core values in our business we strive to educate and assist our clients and supply partners, develop our employees, support the community and be visible in our actions to protect the environment. WP work pro-actively with customers and supply partners to provide service excellence based on the highest standards of integrity and trust. We aim to make a difference by setting the example and adopting a right first time culture in achieving operational efficiency.

This document brings together existing operating principles into one framework policy incorporated under the heading of Corporate Social Responsibility (CSR). The principles encompassed in this policy cover all areas of the Group's operations and will be reviewed against relevant codes of corporate governance and international standards.

1. BASIC STANDARDS OF CONDUCT

WP Group will...

1.1 Business

- 1.11 conduct every aspect of the business with honesty, integrity and openness, respecting all human rights, encouraging diversity and prioritising the interests of employees, customers and third parties.
- 1.12 respect the legitimate interests of third parties with whom the company deal in the course of the business.

1.2 Employees

- 1.21 commit to creating and maintaining a safe and healthy working environment for employees.
- 1.22 strive to create a workplace in which there is mutual trust and respect and where every person feels valued and responsible for the performance and reputation.
- 1.23 work towards achieving a diverse workforce, recruiting, employing and promoting employees only on the basis of objective criteria and the role required qualifications.

1.3 Customers

- 1.31 promote sustainability via innovative solutions internally and by educating and assisting clients to achieve their goals.
- 1.32 set targets with key clients to drive out wastage, reduce energy consumption and improve by providing user friendly tools, efficient and sustainable products and engineering services.
- 1.33 strive to deliver high quality sustainable solutions and value when providing any goods and services.
- 1.34 work with corporate clients and customers to identify better working practices and adopt an attitude of continuous improvement.

1.4 Business Partners and Suppliers

- 1.41 develop strong relationships with suppliers, stakeholders and business partners based on mutual trust, understanding and respect.
- 1.42 aim to deliver maximum benefit and value to business partners by reducing costs of wastage through innovation, product development, process improvement and value engineering, throughout its supply chain.

2. COMPLIANCE

WP Group will...

- 2.1 comply with the laws and regulations applicable wherever they do business.
- 2.2 not give, seek or receive, either directly or indirectly, inducements or other improper advantages for business or financial gain and no employee may offer, give, seek or receive any gift or payment which is, or could be construed as such.
- 2.3 ensure all accounting and other records and supporting documents must accurately describe and reflect the nature of the underlying transactions.
- 2.4 recognise, strictly abide and actively promote awareness of EU competition law and all aspects therein.

3. ENVIRONMENT

WP Group will...

- 3.1 fully integrate and work in accordance to ISO14001
- 3.2 work with partners to promote environmental care, increase understanding of environmental issues and disseminate good practice.
- 3.3 reduce its impact upon the environment and have a formal policy setting out this objective to include ISO 14001 accreditation.

4. COMMUNITY INVOLVEMENT

WP Group will...

- 4.1 support its employees and their community by providing high quality and significant local employment.
- 4.2 support local events, community initiatives and charities while growing and promoting its business.
- 4.3 leverage business relationships with racing partners to provide money-can't-buy charitable experiences for worthy causes in our community.

5. HEALTH AND SAFETY

WP Group will...

- 5.1 conform to all aspects of ISO18001 and ensure best practice is fully implemented across all business units and operations.
- 5.2 operate best practice health and safety programmes and ensure direct engagement with the initiatives promoted.
- 5.3 carry out regular risk assessments to develop pragmatic solutions to reduce risk.
- 5.4 comply with all relevant legal requirements, codes of practice and regulations at international, national and local levels.
- 5.5 monitor the health and safety performance of our operations which will be subjected to periodic safety audits to assess performance.
- 5.6 ensure that all employees, suppliers and business partners are aware of and have access to the full health and safety policy.
- 5.7 ensure a security strategy is in place, which underpins the policy, identifies the key strategic security issues for the business and outlines the approach being taken to address these.

6. EQUAL RIGHTS

WP Group will...

- 6.1 create an environment where there is mutual respect and equality of opportunity.
- 6.2 ensure services reflect the diversity of the local community and are responsive to the different needs of groups and individuals.
- 6.3 take all reasonable steps to ensure that the buildings and premises are accessible to disabled employees, customers and visitors as required by the Disability Discrimination Act (DDA).
- 6.4 ensure all recruitment is carried out with regard to fairness, equality and consistency for all candidates at all times. Recruitment practices will be inclusive and we will endeavour to ensure there are no barriers to employment of suitable candidates.

7. COMPLAINTS PROCEDURE

WP Group will...

- 7.1 ensure any employee who feels that he or she has grounds for complaint in relation to bullying, discrimination, harassment or victimisation has the right to pursue the complaint through our grievance procedures.
- 7.2 ensure all customers who feel they have grounds for complaint can quickly and easily access it's procedures and pursue without complication to their case through its customer friendly customer complaints process until final resolution.
- 7.3 ensure our complaints/feedback procedures can be readily accessed and are usable by all.

8. CONTINUOUS IMPROVEMENT

WP Group will...

- 8.1 proactively pursue feedback from customers, corporate clients, supply partners and employees regarding its sustainability and CSR policies which will be reviewed for adoption or inclusion at each executive board meeting.