



Corporate Social Responsibility & Ethical Policy

At Spectrum Hose Limited (SHL), we take our social responsibilities very seriously. We recognise that our success is built upon long-term relationships with our clients, our personnel, and our community. In addition, we are committed to doing what we can to improve the environment.

Our Corporate Social Responsibility Policy therefore focuses on the following:

- Business Practices
- Employees
- Community
- Environment

Business practices

Our clients are very important to us and we take pride in providing the best possible service. We strive to adhere to the highest standards of business practice and this is demonstrated through our certification to ISO 9001 and ISO 14001.

Employees

As an important local employer, we are aware that our employees are our most valuable asset and also that we need to set an example of best practice. We keep in close contact with our employees to ensure that any concerns they have are listened to and dealt with. We do not tolerate bullying and harassment of any kind and any allegations of bullying and harassment will be investigated and, if appropriate, disciplinary action will be taken.

Community

We recognise that we have a responsibility to the local community in which we operate and wherever possible we seek to be of practical help to our community.

Unit 5 Desborough Industrial Park, Desborough Park Road,

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www.spectrum-hose.co.uk



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Environment

SHL recognises and understands the importance of protecting the environment. Wherever possible we seek to minimise our effect on the environment, be it from actively reducing our consumption of gas and electricity environment or recycling and reusing all packaging where possible.

ETHICAL POLICY

SHL operates to the highest ethical standards and in compliance with all relevant legal principles. We and our employees conduct our business in a competent, fair, impartial, and efficient manner.

Clients

We are committed to building long term relationships with our clients by being honest and straightforward in its dealings at all times.

Competition

We compete on the basis of our service and client commitment alone and will not compete unfairly with others.

Legislation

We comply with all international, national, and local legislation affecting our operations and pay all of our taxes as and when they fall due. We do not seek to reduce our tax liabilities via any artificial schemes.

Gifts, Bribes and Corrupt Practice

We neither make nor receive gifts of any kind, nor are our employees allowed to do so. In addition, we will not allow the direct or indirect offer, payment, solicitation, or acceptance of bribes in any form. Any employee found to be in contravention of this policy will be

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immediately disciplined and probably dismissed. Any criminal actions by our employees will be immediately reported to the police.

Health and Safety

We provide a safe and healthy working environment for all of its employees both on and off our sites.

Environment

The company constantly seeks to minimise the impact its operations have on the environment and has a programme of continuous improvement on environmental issues.

Employees

All employees are treated with dignity and respect with equal employment opportunities given to all irrespective of their race, religion, gender, sexual orientation, maternity, marital status, family status, disability, age, or national origin.

VISION AND VALUES STATEMENT

Our Vision

As a company, our aim is to continue to grow by providing our clients with consistently excellent service. We will do this by:

- Being a place where our employees work with commitment and satisfaction
- Giving our clients what they want the first time every time and by building long-term relationships without worrying about short-term gain;
- Being mindful of our local responsibilities and being a company local people can be proud of
- Generating a profit to give value shareholders, while being able to re-invest in our business

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Our Values

The following values shape how we behave

- Leadership: We are not afraid to do things differently if it will produce better results
- Honesty: it really is the only policy!
- Responsibility: We are judged by what we do
- Enthusiasm: we are all fully committed to what we do
- Quality: If we do something, we do it well

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