



## Salt Express Ltd

### Corporate Social Responsibility Policy

At Salt Express, we recognise our responsibility to contribute positively to the world around us. Our Corporate Social Responsibility (CSR) outlines our commitment to sustainable and ethical practices that benefit society and the environment. This policy outlines our dedication to integrating social, environmental, and economic considerations into every aspect of our business operations.

#### Purpose

The purpose of this policy is to:

- Demonstrate our dedication to social and environmental sustainability.
- Establish a framework for integrating CSR into Salt Express operations.
- Engage our stakeholders in meaningful and impactful initiatives.

#### Scope and Applicability

This policy applies to all employees, management, and stakeholders of Salt Express Ltd. It encompasses all aspects of our operations and interactions with the community. By adhering to this policy, we aim to achieve a culture of responsibility throughout the company.

#### Environmental Sustainability

- **Resource Management:** We are committed to reducing our environmental footprint through efficient use of resources, waste reduction, and recycling programs. Our initiatives include, recycling all plastics, paper, timber and metals. We collect everything up and then we take it to various recyclers to ensure it is recycled. As well as we collect recycled salt to reuse in the our production process. Furthermore, we reduce our water wastage by collecting rainwater and we re-use this when washing down vehicles and the premises.
- **Energy Efficiency:** We strive to minimize energy consumption and promote the use of renewable energy sources. We are committed to investing in energy-efficient technologies and practices, such as LED lighting, energy-efficient HVAC systems, double glazed windows & insulation to use less heating,

#### Social Responsibility

- **Employee Well-being:** We prioritize the health, safety, and well-being of our employees through health & safety programs, safe working conditions, and support for work-life balance. We have regular health and safety meetings to refresh everyone in what they are doing.
- **Community Engagement:** We support community development through volunteer efforts, charitable contributions, and partnerships with local organizations. We support charities where we can, we often buy our cleaning products and toilet rolls from Go Charitable, they in turn donate 50% of their proceeds to the Starlight Children's Foundation.
- **Diversity and Inclusion:** We promote a diverse and inclusive workplace where all employees are valued and respected. We are committed to creating an environment where everyone feels welcome and empowered to contribute their best work. We will implement programs and policies to ensure equal opportunities for all employees, regardless of their background or identity.

### Ethical Business Practices

- **Integrity and Transparency:** We conduct our business with integrity, ensuring transparency in our operations and decision-making processes. We will uphold the highest standards of honesty and fairness in all our interactions with stakeholders, including customers, employees, suppliers.
- **Compliance:** We adhere to all applicable laws, regulations, and ethical standards in all our business activities. We will regularly review and update our policies and practices to ensure compliance with legal and regulatory requirements. We will also provide training and resources to help employees understand and comply with these standards, such as, signing to our Ethical Code of Conduct that they have not only read it but also understand the policies and procedures.
- **Anti-Corruption:** We maintain a zero-tolerance policy towards bribery and corruption. We will implement robust policies and procedures to prevent, detect, and respond to instances of bribery and corruption. We will also provide training and resources to help employees understand and comply with anti-corruption laws and regulations.

### Economic Responsibility

- **Economic Development:** We support economic development in the communities where we operate by creating job opportunities. We will prioritize hiring locally and provide living wages with the chance to expand in a safe work environment. We also strive to create and maintain high quality products and services. We will also support initiatives that promote economic growth and development in our communities.
- **Fair Trade:** We engage in fair trade practices, ensuring that our business partners and suppliers adhere to ethical labour and environmental standards. We will work with suppliers to ensure they comply with our ethical standards and provide fair wages and safe working conditions for their employees.

### Policy Review

- **Policy Review:** This policy will be reviewed annually to ensure its relevance and effectiveness. Updates will be made as necessary to reflect changing societal expectations and business practices.
- **Continuous Improvement:** We are committed to continuous improvement in our CSR efforts, learning from our experiences and striving for greater impact. We will regularly review and update our CSR goals and strategies to ensure they remain aligned with our mission and values.

For questions or concerns regarding our CSR policy, please contact [qualitycontrol@saltexpress.co.uk](mailto:qualitycontrol@saltexpress.co.uk). This policy is subject to change at the discretion of Salt Express Ltd It is intended to provide a general framework for our CSR efforts and may be adapted to suit specific circumstances and requirements. We are open to feedback and suggestions of how we can further improve.

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