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# Policy and Scope:

At OFTEC, we recognise that environmental and social issues play a pivotal role in the long-term success and resilience of businesses. We are therefore committed to fostering sustainable and responsible business practices that have a positive impact on the natural environment and society. To fulfil this commitment, we hereby establish the following Sustainability Principles:

# Environmental Stewardship:

We will create a culture within our business of environmental awareness and actively seek ways to reduce our carbon footprint and minimise our impact on the environment. We will educate and support people to change behaviours to reduce the use of energy and resources, increase the rate of recycling and reduce the creation of waste.

# Ethical Business Practices:

We will conduct our business with the utmost integrity, complying with all relevant laws and regulations, and where we can, go further to improve the wellbeing of our staff and the value of our business. We will do this by:

* Fostering ethical conduct, including fair competition and responsible sourcing of materials and services.
* Not tolerating bribery, corruption, or any unethical behaviour amongst our own staff or within businesses that we have relationships with.

# Social Responsibility:

We will conduct business in a fair, respectful, and inclusive manner, encouraging a culture that values openness and transparency, and recognises individual achievement by:

* Promoting diversity, inclusion, and equal opportunity for all individuals
* Striving for the fair treatment of staff and those in our supply chain.
* creating a business culture of sustainable best practice robust recruitment processes, training and mentoring to ensure staff are appropriately skilled and competent to carry out their roles.

# Innovation and Research:

We are receptive to the benefits of research and development activities to identify modern and sustainable technologies and practices. We will do this by collaborating with our customers, educational institutions, government agencies, and other stakeholders to advance sustainability research for the benefit of all.

# Stakeholder Engagement:

We value communication and feedback from our customers, staff and other stakeholders so that we may improve our business and add value for all. We will use this information to adapt and evolve our sustainability practices as new knowledge and technologies emerge.

# Transparency and Communication:

We will communicate our sustainability efforts and achievements transparently to our customers, staff and other stakeholders.

**Paul Rose**

OFTEC Chief Executive Officer

February 2024