

SMITHS (GLOUCESTER) LIMITED The "Employer"

## ***CORPORATE SOCIAL RESPONSIBILITY POLICY***

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At Smiths (Gloucester) Limited we recognise that Corporate Social Responsibility (CSR) matters are of increasing importance to staff and associated parties, including customers, clients and suppliers, and are fundamental to the continued success of the organisation.

Our corporate social responsibility goes far beyond donating money to good causes. It encompasses a continuing responsibility that we accept for the environment around us, for the best working practices, for our engagement in the local communities and for our recognition that our brand name depends not only on quality, price and uniqueness but on how, cumulatively, we interact with our workforce, community and environment.

The Company considers that following its CSR Policy shall provide major long-term benefits to its staff, customers, suppliers and individuals in all local and far-reaching communities, and will focus on the following key areas:

- 1) **Staff** – By respecting the values of each individual, providing good conditions of work and equal opportunities, improving employee satisfaction and through training, supporting and maintaining good health to complement good quality of life.
- 2) **Health and Safety** – Best practices are embedded in all activities and processes for the provision of a safe and healthy working environment, wherever that may be.
- 3) **Environmental impacts** – Managing our everyday business and developmental activities in order to maximise on recycling opportunities and minimise the risk of pollution, waste and nuisance to neighbours.
- 4) **Sustainable development** – Long term impacts arising from the communities that the Company interact with including energy efficiency of dwellings, transport, meeting social and economic needs.
- 5) **Relationships with customers** – Being responsive to customer needs and providing a quality assured service that intrinsically incorporates all relevant moral, ethical and legislative considerations.
- 6) **Suppliers** – Treating suppliers fairly and driving CSR codes of practice throughout the goods and services supply chain.
- 7) **Community involvement** – Charitable giving and engagement with local communities through funding, support and volunteering programs.
- 8) **Ethics** – Encouraging high standards of professionalism and respect at all levels throughout the company by promoting best practice towards our own workforce, customers, clients and the general public to ensure that whilst staying efficient and visible that our operations have minimal impact on the local community and environment.

**Approved by The Board of Directors**

**Signature:**



**Alan Smith, Managing Director**

**Dated: 5<sup>th</sup> January 2026**

The CSR Policy will be maintained through the continual implementation of the Company's following key policies:

- Health & Safety Policy
- Equality, Diversity and Inclusion Policy
- Environmental Monitoring Policy
- Sustainability Policy
- Quality Policy
- Anti-Bribery Policy
- Whistleblowing Policy
- Responsible Purchasing Policy

We aim to move towards measuring our corporate responsibility by being judged not just by financial results but by the difference we make to the world in which we live.

The Company are pleased to engage with all interested parties regarding CSR matters.

For further information please contact the Company Secretary.

**Approved by The Board of Directors**

**Signature:**

A handwritten signature in black ink, appearing to be "Alan Smith", written over a light grey rectangular background.

**Alan Smith, Managing Director**

**Dated: 5<sup>th</sup> January 2026**