

CORPORATE SOCIAL RESPONSIBILITY POLICY

Procedure No:		Version:	
Drafted by:	G.Austin	Approved by CEO on:	01.05.2019
Responsible person:	G.Austin	Scheduled review date:	1 May 2020

POLICY BRIEF & PURPOSE

Castings plc's Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our environment. The Company's existence is not lonely; it is part of a bigger system of people, values, other organizations and nature. The social responsibility of a business is to give back to the world just as it gives to us.

WHAT IS CORPORATE SOCIAL RESPONSIBILITY?

Castings plc's Corporate Social Responsibility (CSR) company policy outlines our efforts to give back to the world as it gives to us.

SCOPE

This policy applies to Castings plc and its subsidiaries. It may also refer to suppliers and partners.

POLICY ELEMENTS

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Castings plc's social responsibility falls under two categories: **compliance** and **proactiveness**.

Compliance refers to the Company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

COMPLIANCE

LEGALITY

The Company will:

- Respect the law.
- Honour its internal policies.
- Ensure that all its business operations are legitimate.

- Keep every partnership and collaboration open and transparent.

BUSINESS ETHICS

Castings plc will always conduct business with integrity and respect to human rights. We will promote:

- Safety and fair dealing.
- Respect toward the consumer.
- Anti-bribery and anti-corruption practices.

EXAMPLES OF CORPORATE SOCIAL RESPONSIBILITY:

Protecting the Environment

Castings plc recognizes the need to protect the natural environment. Keeping the environment clean and unpolluted is a benefit to all. We will always follow best practices when disposing waste and using chemical substances. Stewardship will also play an important role.

Protecting People

We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

Human Rights

Castings plc is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We will ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labour).

PROACTIVENESS

DONATIONS & AID

The Company may preserve a budget to make monetary donations. These donations will aim to:

- Advance the arts, education and community events.
- Alleviate those in need.

VOLUNTEERING

The Company will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. The company may sponsor volunteering events from other organizations.

PRESERVING THE ENVIRONMENT

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Recycling.
- Conserving energy.
- Organizing reforestation excursions.
- Using environmentally-friendly technologies.

SUPPORTING THE COMMUNITY

The Company may initiate and support community investment and educational programs. For example, it can provide support to non-profit organizations or movements to promote cultural and economic development of global and local communities.

LEARNING

The Company will actively invest in Research and Development and be open to suggestions and listen carefully to ideas. The Company will try to continuously improve the way it operates.

The Company is committed to the United Nations Global Compact. It will readily act to promote its identity as a socially aware and responsible business. Management must communicate this policy on all levels. Managers are also responsible for resolving any CSR issues.

FURTHER READING:

- United Nations Global Compact

AUTHORISATION

Signed: 
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Adam Vicary
Chief Executive Officer

Dated: 01.05.2019

Castings plc, Lichfield Road, Brownhills, Walsall, West Midlands, WS8 6JZ, UK.