

# Corporate & Social Responsibility Policy Statement

Scott Pallets recognises its responsibility to corporate social accountability and is committed to managing all its business processes in such a manner that promotes and respects the basic human rights of its workforce, its suppliers and where necessary, its sub contractors.

Scott Pallets is further committed to conducting its business activities in accordance with all relevant laws and regulations. In addition to these legal standards we support and respect the following principles.

- Maintain a safe working environment and promote a positive Health and Safety culture within all our business activities.
- Treat all employees and suppliers fairly and encourage opportunity without the discrimination on grounds such as gender, race, age, sexual orientation, political affiliation, marital status, pregnancy, disability, etc.
- Allow employees to have the freedom to join associations and encourage employee participation and communication.
- Will not use or knowingly use suppliers that use involuntary or forced labour or child labour.
- Provide employees with fair pay in line with the norm within our industry and at least the government minimum wage and do not expect anyone to work excessive hours that may impact on their personal well being.



John Ballinger  
Compliance Director  
Issue Date: 01.01.2022

Review Date: 31.12.2022