

Corporate Social Responsibility (CSR) Policy

1. Purpose

The purpose of this CSR Policy is to outline Jonesco's commitment to conducting business in a socially, responsible, ethical, and sustainable manner. As a UK-based manufacturing company, we recognise our responsibility to minimise environmental impact, support our employees and local communities, and operate transparently across our supply chain.

2. Scope

This policy applies to all employees, contractors, suppliers, and business partners of Jonesco. It covers all aspects of our operations, including manufacturing, procurement, logistics, and corporate governance.

3. Our CSR Commitments

3.1. Environmental Responsibility

We are committed to reducing the environmental footprint of our operations by:

- Complying with all UK and international environmental legislation and standards (e.g., ISO 14001).
- Reducing waste and emissions through efficient production processes.
- Managing energy use and pursuing renewable energy alternatives where possible.
- Minimising packaging and promoting recycling within our facilities and supply chain.
- Continuously reviewing and improving our environmental performance through monitoring and innovation.

3.2. Ethical Business Practices

We uphold the highest standards of integrity by:

- Maintaining transparent and fair business practices.
- Prohibiting all forms of bribery and corruption in line with the UK Bribery Act 2010.

- Conducting due diligence on suppliers to ensure ethical sourcing and compliance with human rights standards.
- Upholding the principles of the Modern Slavery Act 2015 by preventing forced labour, child labour, and human trafficking in our supply chain.

3.3. Employee Welfare

Our employees are central to our success. We commit to:

- Providing a safe, healthy, and inclusive working environment.
- Complying with UK employment laws and Health and Safety (HSE) regulations.
- Offering training, development, and fair opportunities for all staff.
- Promoting diversity, equity, and fair opportunities for all staff.
- Encouraging employee engagement and participation in CSR initiatives.

3.4. Community Engagement

We aim to make a positive contribution to the communities in which we operate by:

- Supporting local employment and apprenticeship programmes.
- Supporting local charities in the community.
- Promoting local sourcing and supporting small and medium enterprises (SMEs) where feasible.

3.5. Sustainable Manufacturing and Supply Chain

We strive to operate a responsible and transparent supply chain by:

- Working with suppliers who share our CSR values and sustainability goals.
- Conducting regular audits to ensure compliance with environmental and ethical standards.
- Promoting innovation in sustainable materials, production methods, and logistics.

4. Governance and Implementation

- The **Board of Directors** is responsible for overseeing CSR strategy and ensuring accountability.
- The **SHEQ Manager** will monitor progress, report on outcomes, and recommend improvements.

- All employees are expected to adhere to this policy and integrate CSR principles into their daily activities.

5. Communication

This policy will be:

- Published on our company website and intranet.
- Shared with employees, suppliers, and partners.
- Included in staff onboarding and supplier onboarding documentation.

6. Review

This policy will be reviewed annually to ensure it remains relevant, effective, and aligned with legislation, industry best practices, and stakeholder expectations.

Approved by:

Paul Clarkson Managing Director

Signed:  Date: 25/2/26

Ben Jones Head of Operations

Signed:  Date: 25/2/26