

Corporate Social Responsibility Policy

Policy Brief & Purpose

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our environment. We recognise that we do not operate alone and therefore we must ensure that we look after the people and planet around us.

Scope

This policy applies to our company and its subsidiaries. It also refers to suppliers and partners.

Policy elements

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

Our company's social responsibility falls under two categories -compliance and proactiveness.

Compliance refers to our 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

Our 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

We'll always conduct business with integrity and respect to human rights. We'll promote:

Safety and fair dealing
Respect toward our customers and their policies
Anti-bribery and anti-corruption practices

To help us manage our policy on business ethics, PTP has the following targets:

- We will continue to maintain having 0 information breaches through to 2030.
- We will continue to maintain having 0 serious information breaches through to 2030.
- We will continue to maintain having 0 corruption breaches through to 2030.
- We will continue to maintain having 0 serious corruption breaches through to 2030.
- We have decided to make targets based on not having any ethical breaches, as we are committed to best practice and even one breach is unacceptable.

We will monitor our progress to achieving this score on a monthly basis in our reporting document. If any breaches occur, we will review our ethic policies and management so that it does not happen again.

Protecting the environment

Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We will minimise our waste and we'll always follow best practices when disposing of rubbish and will work hard to ensure our supply chain does the same.

Protecting people

We'll endeavour to ensure that we and our supply chain:

Do not risk the health and safety of our employees and community.
Avoid harming the lives of local and indigenous people.
Support diversity and inclusion.

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Human rights

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

We are committed to ensuring all our supply partners are socially and ethically compliant to the highest standards. We expect all our manufacturing partners to follow the principles of the ETI Base Code.

Proactiveness

Community

Our company works hard to give back to our local community. Our Community Policy sets out our values and goals which include supporting:

Charities that are close to our heart
Local education and community events
People and animals in need

Preserving the environment

Apart from legal obligations, our company will proactively protect the environment.

Examples of relevant activities include:

- Recycling
- Conserving energy
- Switching to renewable energy sources
- Encouraging staff to make the change to hybrid or electric vehicles or to use public transport where possible
- Tracking, monitoring and reducing our carbon footprint in line with our published targets
- Our Environmental Policy, Procurement Policy and LCA Plan set out our requirements for our Supply Partners with regards to protecting the environment.

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Learning

Our company is committed to the United Nations Global Compact. We support the Protect, Respect and Remedy framework.

Review and Continuous Improvement

This policy will be reviewed annually to ensure it remains up to date with legal requirements, best practices, and our objectives.

This policy has also been reviewed by all of our staff, so that they firmly understand our vision and values.



A handwritten signature in black ink, appearing to read 'AWells'.

Alison Wells

Managing Director

This policy shall take effect on 14/11/2024 and will be reviewed on 14/11/2025.