

# Policy and Objectives – Corporate Social Responsibility Policy

Gardline Ltd ensure they comply with defined key principles of Gardline's Corporate and Social Responsibility:

## 1. Business Ethics

The Gardline Business Ethics Policy (MSM 3.10) and Anti Corruption and Bribery Policy (MSM 3.6) outline the Company requirements for adhering to the United Kingdom Bribery Act 2010 in:

- Responsibilities of individuals and the Company
- Reporting of concerns
- Monitoring and Review of Compliance
- Gift and Hospitality Reporting and Recording
- Conflict of Interest
- Risk Management
- Competition Principles

## 2. Human Rights

Gardline operates worldwide. We aim to conduct our business in a manner that respects human rights and dignity of people. Staff are provided with Equal Opportunities regardless of Age, Gender, Sexual Orientation and religious beliefs. Where appropriate we seek to ensure that neither our organisation, nor those that we work with encourages the abuse of people, such as child labour, human trafficking, forced labour or other such abuse in. Gardline is committed to abiding by the philosophies of the Universal Declaration of Human Rights, International Labour Organisation Declaration on Fundamental Principles and Rights at Work, the Marine Labour Convention and the Modern Slavery Act 2015.

## 3. Environmental Aims and Responsibilities

The Environmental Policy (MSM 3.3) and Management System objectives promote sustainability and minimise any impact on the Environment by:

- Preventing pollution, reducing waste and ensuring measures are implemented to protect and preserve natural habitats, flora and fauna,
- Considering the effects that our operations may have on the local community,
- Taking action to eliminate or reduce adverse environmental impacts,
- Promoting environmental awareness amongst our suppliers, contractors and partners by implementation of appropriate operational procedure,
- Ensuring effective and expedient incident control, investigation and reporting.

## 4. Sustainable Development

Gardline is committed to sustainable development, and will take into account health, safety, environmental, social and broader economic considerations to meet business needs. Wherever possible we will aim to ensure the products purchased are from sustainable sources.

## 5. Business Relations

Gardline wishes to undertake business with those who follow similar business principles to our own. We seek to ensure that all contracts will be based on fairness and equality of treatment for potential suppliers and stakeholders.

We engage in fair competition and ensure that our business practices are legally compliant. We believe anti-competitive behaviour is bad for customers, our business and represents unacceptable business conduct.

## 6. Social and Community Activities

Gardline supports social and community activities appropriate to local communities.

## 7. Reporting

Any concerns of malpractice, or breach of the policy requirements, should be reported, on a confidential basis to the Compliance Office:

[complianceoffice@gardline.com](mailto:complianceoffice@gardline.com)

C Vermeijden

Chief Executive Officer

Gardline Ltd



14 January 2019

Reviewed:

14 January 2019