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Corporate & Social Responsibility Policy

Woodstock Industrial Supplies Limited is committed to conducting its business in a socially responsible manner and contributing positively to the communities in which we operate. We recognize that our actions as a distributor of industrial fasteners can have wide-ranging impacts on various stakeholders, including our employees, customers, suppliers, the environment, and society as a whole. Therefore, we have developed this Corporate & Social Responsibility (CSR) policy to outline our commitments and guiding principles.

1. Ethical Conduct and Compliance

1.1. Compliance with Laws and Regulations: We will comply with all applicable laws, regulations, and industry standards in all aspects of our operations.

1.2. Ethical Business Practices: We will conduct our business with integrity, honesty, and fairness, promoting transparency and ethical behaviour in all interactions.

1.3. Anti-Corruption: We are committed to combating corruption and bribery in all forms. We will not tolerate any form of bribery, extortion, or unethical practices.

1.4. Respect for Human Rights: We will respect and uphold the fundamental human rights of our employees, customers, and other stakeholders, in line with international standards.

2. Environmental Stewardship

2.1. Environmental Compliance: We will comply with all relevant environmental laws, regulations, and standards. We will strive to minimize our environmental footprint and prevent pollution in our operations.

2.2. Resource Efficiency: We will promote the efficient use of resources, including energy, water, and raw materials. We will seek opportunities to reduce waste, recycle, and reuse materials wherever possible.

2.3. Climate Change Mitigation: We will take proactive measures to mitigate climate change by minimizing greenhouse gas emissions, promoting energy efficiency, and exploring renewable energy

options.

2.4. Sustainable Product Selection: We will endeavour to offer environmentally sustainable products and services to our customers, encouraging the use of products with reduced environmental impacts.

2.5. Purchasing from Sustainable Sources: We will prioritize sourcing from suppliers who demonstrate sustainable practices, such as responsible sourcing of materials, minimizing environmental impacts, and promoting social responsibility.

2.6. Water Consumption: We will monitor and manage our water consumption, seeking opportunities to reduce water usage and promote water conservation measures within our operations.

3. Employee Well-being and Development

3.1. Health and Safety: We are committed to providing a safe and healthy work environment for all our employees. We will implement and maintain appropriate health and safety measures, ensuring compliance with relevant regulations.

3.2. Diversity and Inclusion: We will foster an inclusive workplace that values diversity, treating all employees with respect and dignity, regardless of their race, gender, age, disability, religion, or any other characteristic protected by law.

3.3. Employee Development: We will support the professional growth and development of our employees by providing training opportunities, encouraging career advancement, and promoting a culture of continuous learning.

4. Community Engagement

4.1. Community Investment: We will contribute positively to the communities in which we operate by investing in social initiatives, supporting local organizations, and participating in community development programs.

4.2. Stakeholder Engagement: We will engage and communicate with our stakeholders, including employees, customers, suppliers, and local communities, to understand their concerns, listen to their feedback, and address their expectations.

4.3. Philanthropy and Volunteering: We will encourage and support our employees to actively participate in charitable initiatives and volunteer programs that benefit the community.

5. Supply Chain Responsibility

5.1. Supplier Relationships: We will seek to establish and maintain responsible and ethical relationships with our suppliers, promoting fair and transparent business practices throughout the supply chain.

5.2. Responsible Sourcing: We will strive to source materials and products from suppliers who adhere to social and environmental standards and who share our commitment to ethical conduct.

5.3. Human Rights in the Supply Chain: We will work to ensure that our suppliers respect human rights and do not engage in any form of forced labour, child labour, or discriminatory practices.

5.4. Sustainable Procurement Strategy: We will develop and implement a sustainable procurement strategy that considers environmental, social, and governance (ESG) factors in supplier selection, contract negotiation, and ongoing supplier management.

6. Monitoring, Reporting, and Continuous Improvement

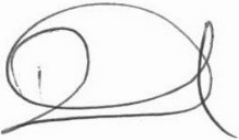
6.1. Monitoring and Compliance: We will establish appropriate mechanisms to monitor our CSR performance, assess our compliance with this policy, and identify areas for improvement.

6.2. Reporting and Transparency: We will provide regular updates and reports on our CSR initiatives, progress, and performance to our stakeholders, ensuring transparency and accountability.

6.3. Continuous Improvement: We are committed to continuously improving our CSR practices, setting targets, and reviewing our performance to drive positive change in line with emerging best practices.

This Corporate & Social Responsibility Policy represents our commitment to conducting business in a socially responsible manner. All employees are expected to familiarise themselves with this policy and act in accordance with its principles. By upholding these commitments, Woodstock Industrial Supplies Limited aims to contribute to a sustainable future and make a positive difference in society.

Ryan Wood
Director
17th January 2023 Rev 1

A handwritten signature in blue ink, appearing to read 'Ryan Wood', enclosed within a light blue rectangular border.