



# Liniar

## Corporate Social Responsibility Policy

### Policy Brief and Purpose

Liniar's Corporate Social Responsibility (CSR) policy refers to the group's responsibility towards the environment, people and community. Liniar is a part of a system of people, values, other businesses, organisations and nature. The responsibility of us all, as a whole, is to give back to the world, just as it provides for us.

### What is Corporate Social Responsibility?

Our CSR policy outlines our efforts to protect the environment, our neighbours and how we give back to the community.

### Scope

This policy applies to Liniar and its sister company Avantek Machinery Ltd. It may also refer to suppliers and partners.

### Policy Elements

Liniar wants to be a responsible business and employer that meets the highest standards of ethics and professionalism.

Social responsibility for Liniar falls into two categories: compliance and proactiveness. The company's commitment to legality and willingness to observe the values of the community fall under compliance, whilst the promotion of human rights, helping the community and its efforts to protect nature and the environment around us fall under proactiveness.

### Compliance

#### Legality

#### **Liniar Limited will:**

- Respect all aspects of the law
- Honour company policies
- Ensure all businesses associated with, and within Liniar are legitimate
- Commit to being an open and transparent business

## **Business Ethics:**

The company's stance is on managing business with integrity and respect. As a company we will promote:

- Adherence to anti-bribery and anti-corruption policies
- Always treating customers, consumers and suppliers with respect
- Ensuring the health and safety of members of staff are of top priority
- Acting reasonably when dealing with people, both internally and externally.

## **Protecting the Environment:**

The company leads the industry in ensuring that plastic remains a sustainable and long term solution in the fenestration industry. It also focuses on a comprehensive environmental management policy to protect the environment, flora, fauna and local community. Liniar commits to do the following:

- Remain ISO14001 compliant with an up to date Environmental Management Policy on file
  - that is reviewed annually to ensure compliance is in effect.
- Remain a ZERO operational wastage facility
- Reduce our carbon footprint and continue to work with third party experts to reduce it further
- Keep the business running efficiently by keeping machinery in perfect working order with routine maintenance
- Continue our recycling efforts, including recycling by employees throughout the business
- Continue recycling water in our on-site water recycling system
- Protect the health and safety of our employees and community
- Avoid harming local people and wildlife
- Support divert and inclusion in the workplace

## **Proactiveness**

### **Donations and Aid**

Dependent upon the nature of the business/charity/event/function, our company may preserve a percentage of its budget to make monetary donations. These donations will aim to:

- Advance education, arts and community events
- Aid in the need of the local community, i.e. foodbanks, etc
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### **Volunteering**

Liniar encourages its employees to volunteer with charities or programmes throughout the local community. Programmes can be internally or externally organised and the company reserves the right to sponsor such events.

### **Preserving the Environment**

Liniar will adhere to all legal environmental policies and regulations, and will proactively protect the environment through practices and policies. Examples of relevant policies include:

- Recycling of all scrap into reusable products

- Conserving energy where possible, including the use of more eco-friendly lighting fixtures, etc.
- Using research and development to continue to develop products that are increasingly more environmentally friendly, as well as energy and thermally efficient
- Utilising the latest energy-efficient extrusion machinery and maintaining it to a high standard
- Ensure we are using sustainable solutions for materials wherever possible.

## **Supporting the Community**

Liniar reserves the right to initiate and support investment in community and educational programmes, including but not limited to: school programmes, sports teams, clubs, etc. This investment can include non-profit organisations or movements to promote socio-economic or cultural development of local and global communities.

## **Learning**

As part of the drive to bring more young people into the fenestration industry, the company commits to continue its investment in apprenticeships and offer continual growth and development opportunities to members of staff.

Liniar will continue to invest in research and development to create products that are better for the environment. We will be open to suggestions, ideals and listen to employees.

As part of the United Nations Global Compact, which Liniar is committed to, we'll readily act to promote the company's corporate identity as a socially aware, responsible business. As part of this Corporate Social Responsibility (CSR) policy, management must communicate this policy on all levels. Management are also responsible to resolve any issues that arise from the CSR policy.

Signed on behalf of Liniar

Martin Thurley

A handwritten signature in black ink, appearing to be 'M. Thurley', with a large, stylized flourish at the end.

Group Managing Director