

Corporate Social Responsibility (CSR) Policy

By producing high quality medical, pharmaceutical and industrial products we will benefit all who work with us. In continually improving our skills and capability we contribute our industries as they develop and grow. In doing so we contribute to those people living happy, healthy and prosperous lives in balance with a sustainable world.

Our long-term success is ensured by supporting our stakeholders, our wider community, and our environment. We seek to balance profit with our responsibility to maximise our stakeholders' opportunities, to assist our community and to sustainably use the world's natural resources.

We measure our performance in three areas: economic, social and environment. At the heart of these is the purpose, performance, attitude, and skills of our staff. Our company values are defined in the Inpress 5 and through these we continually strive to improve our performance.

This document sets out the Corporate Social Responsibility (CSR) Policy of Inpress Plastics and its subsidiary operating companies, known as 'Inpress'. It covers all activities undertaken by Inpress. We are committed to The Ten Principles of the UN Global Compact and acting responsibly in all aspects of human rights, labour, environment and anti-corruption.

Social

- We will strive to find a balance between the financial sustainability of inpress as a business and our wider responsibilities.
- We will maintain safe and welcoming working environments for all our employees.
- We will ensure equal opportunities for all staff, actively encourage diversity and inclusion, and protect staff health and wellbeing. Our staff will have access to abundant support, learning and development throughout their career.
- We fully recognise our responsibilities to operate in a manner that ensures everyone is treated with dignity and respect. This includes children, people with disabilities, indigenous peoples, migrant workers, older persons, and other vulnerable groups.
- We will actively support local communities and charities. We will promote local skills and education by providing employment and placement opportunities for local people and disadvantaged people.
- We will enforce our behavioural standards set out in the Inpress5 to ensure our actions are supporting the policy

Environment

- We will take all reasonable measures to minimise the environmental impacts of our business and will ensure our use of natural resources is sustainable and environmentally responsible.
- We recognise that we are in a climate and ecological emergency and are committed to taking meaningful action to minimise our climate impacts.

Economic

- We recognise the important contribution our suppliers make to the success of Inpress. We aim to develop positive and lasting relationships with our suppliers and will support our suppliers to achieve the highest legal, ethical, and environmental standards.
- We will champion use of small and medium-sized suppliers (SMEs) and local suppliers as appropriate, recognising the benefits this provides to the communities in which we operate.
- We will comply with all legislation, standards, statutory and other obligations, and best practices which are relevant to our activities and the jurisdictions in which we operate.
- We will seek to comply with client policies where required and reasonably possible to do so without conflicting with our own policies or other obligations.

Responsibilities

The Managing Director is responsible for reviewing and approving the content and implementation of this policy and will ensure that each department applies this policy through appropriate procedures, guidance, and monitoring.

The General Manager is responsible for taking measures to promote this policy and help staff comply with its requirements.

The Management team are required to check that their staff are aware of this policy.

All staff are required to comply with the policy requirements and share responsibility for our performance in implementing it.

Implementation

It is important that Inpress has a positive impact, and we actively support initiatives to promote staff wellbeing, social value, and environmental sustainability.

Social

- We use our influence in local councils and schools to achieve benefits to local communities and social capital.
- We recognise the social and environmental benefits of employing local people.
- We champion local suppliers because of the contribution this can make to the wellbeing of local communities.
- We give financial and other support to the community, to provides education, training, and sponsorships.
- We provide placements, apprenticeships, and other training opportunities.
- We work with the UK justice department to provide opportunity, education and training for offenders rehabilitating themselves into society
- We promote responsible and accountable business practices that encourage a culture of integrity and responsibility.
- We ensure all employees are treated fairly and with respect.
- We provide a working environment free from discrimination, bullying and harassment, and offer remuneration packages with equal pay and opportunities regardless of gender that accurately reflect qualifications and experience.

Environment

- We seek to protect the environment by operating in accordance with our ISO 14001 Environmental Management System.
- We provide a clean, healthy and safe working environment and operate in accordance with our Health and Safety Policy Statement.
- It is our objective to be a Net Zero carbon emissions business. To support this ambition, we will work more efficiently, minimising our resource use and the environmental impacts of our resource use. We engage our staff, clients, and suppliers on these subjects and show leadership within our industry and community.
- We support our clients to reduce their environmental impacts

Economic

- We pay all our permanent staff above the legal minimum wage
- We do not use slave, illegal child or forced labour (including human trafficking) either directly or through our supply chain
- We operate in an open and honest way with our staff, clients, and suppliers. We seek to develop positive and lasting relationships, are focused on ensuring the safety and quality of our services, and are committed to clear communication.
- We seek and respond to the opinions of our staff and clients
- We maintain an Anti Bribery and Corruption policy
- Our contracts clearly set out the agreed terms and conditions and we encourage suppliers to adopt responsible business policies and practices.
- We strive to pay our suppliers in a timely fashion

Approval

Title: Managing Director

Name: William Powell

Signature: 

Date: 02/05/2022