

# Corporate Social Responsibility Policy



**This is the statement of general policy and arrangements for:** Precision Aluminium Casting & Engineering Ltd (PACE)

**Overall and final responsibility for CSR is that of:** Managing Director

**Day-to-day responsibility for ensuring this policy is put into practice is delegated to:** The PACE Senior Management Team

At PACE, we are guided by our values of being trustworthy and accountable to help us to deliver excellence to our customers. We strive to maintain the confidence of all of those we work or interact with.

It is vital to us to uphold high ethical and responsible standards.

The PACE Corporate Social Responsibility Policy ("CSR Policy") sets out the main principles and standards that we expect from our employees, partners and suppliers.

## **The core principles we expect are:**

1. – Abiding by all relevant laws and regulations
2. – Providing a safe, diverse and inclusive workplace and a respect for human rights
3. – Committing to sustainability to protect our environment
4. – Achieve our net zero targets by 2050 or sooner

## **Labour rights and equal opportunities**

We expect our employees, partners and suppliers to treat all people with respect. At PACE we encourage diversity and inclusiveness. We do not accept discrimination.

## **Forced labour and human trafficking**

We expect our employees, partners and suppliers not to be involved in any way with organisations trafficking in human beings, forced labour and exploitation of child labour.

## **Wages and hours**

Our employees, partners and suppliers must ensure that all their workers receive at least the legally mandated minimum wages and benefits. Working conditions, working time and compensation must be fair, complying with the laws, standards and practices applicable.

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## **Health & Safety**

PACE expects a culture of safety and protection of workers' health in the workplace. Risk analysis should develop risk awareness and promote responsible behaviour. Our employees, partners and supplier must provide a work environment which guarantees the respect of health and safety, in compliance with current regulations.

## **Anti-corruption and integrity**

PACE does not accept any form of corruption and expects employees, partners and suppliers to comply with all applicable laws and regulations relating to anti-bribery and anti-corruption.

## **Gifts, hospitality and facilitation payments**

Our employees, partners and supplier must abstain from making or receiving any facilitation payments.

## **Export and trade compliance**

Our employees, partners and suppliers must comply with all applicable laws and regulations concerning export licences in connection with any goods and services transactions for military, dual or commercial use.

## **Counterfeit parts**

Our employees, partners and suppliers should ensure that all goods and materials supplied, used or transferred to the Company are free of counterfeit and/or replica parts.

## **Conflict minerals**

Our employees, partners and suppliers shall identify if the products, components or materials supplied contain minerals (tin, tantalum, gold and tungsten) originating from conflict regions. The use of materials containing these minerals should be avoided.

## **Environmental responsibility**

PACE supports actions aimed at mitigating the environmental effects of the relevant activities. Our employees, partners and suppliers must meet all regulatory obligations regarding environmental compliance and strive towards minimising the impact of operations on the environment. The impact on the environment must be considered in all key decision making.

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## Confidentiality

Our employees, partners and suppliers shall keep in strict confidence all information of a confidential nature concerning the Company's business, its products, services or personal information which may be obtained.

## Whistleblowing

Our employees, partners and suppliers are encouraged to report to the appropriate authority, actual or potential ethical concerns.

CSR Policy is displayed:	Notice Boards and on the company Website		
Signed: (Employer)		Date:	16/05/2024
Subject to review, monitoring and revision by:	Leigh Smith	Every:	12 months or sooner if required