

CORPORATE SOCIAL RESPONSIBILITY POLICY

Laleham Health & Beauty LTD Incorporating Design Plus Health and Beauty ensures that its Economic, Social and Environmental impact is minimised by demonstrating commitment to Corporate Social Responsibility principles.

Laleham Health & Beauty LTD aims to align its business values, strategies and business development with the needs of our stakeholders whilst ensuring that we meet our responsibilities and ethical principles in everything that we do.

Laleham Health & Beauty LTD is committed to ensuring that company policies, and management systems comply with relevant legal legislation or standards and work towards continual improvement or best practice principles for the following elements.

SMETA Pillar	Policy or Certification Standard	Measurement & Audit controls
Labour Standards	Ethical Trading Initiative (ETI) Base Code SEDEX Membership & Audit Supplier Approval & Audit to ensure an Ethical supply chain. Human Rights Child & Forced Labour	<ul style="list-style-type: none"> • Internal /External Audit & regular review of compliance through management review meetings. • DCC Code of Conduct monitoring, training, and application • DCC Human Rights Policy & Modern Slavery policy • Child & Forced Labour policy • Company colleague handbook
Health & Safety	Health & Safety Policy & Management systems ISO45001:2018 Certification Membership of British Safety Council & RoSPA	<ul style="list-style-type: none"> • External certification & customer audits • Internal & DCC audit or Inspection • KPI Targets & LHB 3 Year HSE plan
Business Ethics	Supply chain integrity Policy Code of Conduct inc Bribery & corruption and Anti-competitive behaviour.	<ul style="list-style-type: none"> • DCC Code of practice & Supply chain integrity policy. • QM 31 Supply chain approval procedure • CSRG reporting via DCC annual report
Environmental Impact & Management	Environmental Policy & Management systems ISO14001:2015 Certification Certification to RSPO standard Membership of IEMA	<ul style="list-style-type: none"> • Audit and Inspection of management systems • Waste management & reporting • Energy & Fuel Use & Monitoring. KPI review of Key measures such as Energy ratio • Carbon and Emission reporting systems

Laleham Health and Beauty LTD Employee Forum, Site Safety Teams & Ecologic Always groups representing the workforce will participate and engage in the implementation and communication of the policies, procedures and systems as well as participate in the continual improvement of our Corporate, Social Responsibilities

The management team of Laleham Health and Beauty LTD will ensure that our work within a local community includes: - Working or support of local & national charities, Encouragement & support of volunteer work by our colleagues and supporting local community or school organisations by project engagement or student placements.

Laleham Health & Beauty LTD will ensure this policy is available to all interested parties or stakeholders.

Signed for and on behalf of Laleham Health and Beauty Limited

Tim O'Connor
Managing Director

Nigel Boyle
Chief Operating Officer

Paul Harris
Group HSE Manager