

# Corporate Social Responsibility Policy

Red Engineering Design Ltd recognises and acknowledges that the conduct of its businesses has an impact on its employees, its partners, its customers, suppliers, the economy, the community and the environment.

We are committed to maintaining the highest standards of corporate social responsibility in our business activities. Our mission is to provide the best innovative, sustainable M&E design solutions to all our clients and our attitude to almost every business decision emanates from this.

To meet this commitment we will seek to respect the rule of law, adopt appropriate international standards, implement management systems, and will strive to:

## **Business Ethics**

- Behave with honesty and integrity in all our activities and relationships with others
- Maintain internal controls adequate to guide and ensure standards are met

## **Employees**

- Respect the rights and dignity of every employee and treat them fairly and without discrimination
- Encourage team working and the sharing of knowledge throughout the business
- Recognise employees' individual and team contribution and reward them appropriately
- Develop a culture throughout its organisation that is committed to the prevention of injuries and ill health to its employees or others that may be affected by its activities

## **Local Communities**

- Respect the different cultures and rights of individuals and indigenous peoples in all countries in which we operate
- Assist in the development of local community programmes where we operate, in consultation with local government, public and other appropriate stakeholders
- Join in efforts to raise money for charitable causes

## **Human Rights**

- Identify and assess human rights risks within our sphere of influence and activities
- Provide direction and training to enable employees to positively address human rights within our sphere of influence and activities

## **Suppliers**

- Seek to be honest and fair in our relationships with suppliers and contractors
- Encourage suppliers and contractors to abide by our standards

Responsibility for compliance with Red's CSR Policy and standards lies with all employees.