Corporate Responsibility Policy

Polyco Healthline Ltd is committed to our Corporate and Social Responsibilities, fully recognising the impacts our services and products may have on the environment and community.

Purpose

- The purpose of this policy is to set out Polyco Healthline's approach and commitment to our corporate and social responsibility.

- The policy supports the company's strategic direction and serves as a basis for establishing our supporting programmes and initiatives.

Scope

This policy applies to all activities of Polyco Healthline Ltd and our impact on society, the environment and the economy.

Definitions

For the purposes of this policy the following definitions apply.

- **Corporate responsibility**
  This is the impact that an organisation makes on society, the environment and the economy.

- **Social responsibility**
  This is an ethical concept in which an organisation works for the benefit of the community. It is often combined with corporate responsibility to provide an amalgamated framework for corporate and social responsibility (CSR).

- **Sustainable procurement**
  This is the integration of corporate and social responsibility into an organisation's procurement processes and decisions.

Policy Statement

Polyco Healthline's corporate and social responsibility is based on four fundamental areas of focus.

In February 2022 Polyco Healthline launched phAmbition; our journey towards a sustainable future which supports a healthy, thriving world and promotes well-being for us all, for generations to come. Our ambitions have been structured into the 5 R's (reduce, rethink, research, recycle and restore) which form the cornerstone of our sustainability program and pillars of our corporate and social responsibility.

https://www.polycohealthline.com/sustainability

Corporate and Social Responsibility Pillars:

1. **Environment**
   Polyco Healthline is certified to ISO 14001 Environmental Management System (EMS 580914).

   We are committed to achieving net zero emissions by 2045 and have completed a Carbon Reduction Plan in accordance with PPN 06/21 and associated guidance. This is published on our website https://www.polycohealthline.com/policies-statements.

   Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

2. **Modern Slavery and Human Rights.**
   Polyco Healthline is committed to the International Labour Organisation (ILO) code of practice and 11 indicators of modern slavery and to the Ethical Trade Initiative (ETI) base code; we follow the SMETA (Sedex Members Ethical Trade Audit) audit and best practice guidance. It is our strategic goal to ensure that our supply chain does not compromise these social compliance and ethical employment standards whilst recognising the diversity and local laws employed in each region of our supply.

   We are members of SEDEX and are registered with International Associate's BRAND programme for the management of our social compliance process.

   Our modern slavery statement and ethical trade policy are shared on our website: https://www.polycohealthline.com/policies-statements

3. Sustainable Procurement

Polyco Healthline sources product globally and has initiated a due diligence process as part of our supplier approval and on-going evaluation process. We are registered with the Brand Integrity management system which takes a risk-based approach to social compliance providing a risk rating based on both the location and evidence of social, health & safety and environmental compliance of the supplier. We map our supply chain and are registered with Enistic to track, analyse and report our carbon emissions.

4. People and Community

Polyco Healthline encourages equality, diversity and inclusion throughout its business and has employee wellbeing and support platforms; these provide information, knowledge, inspiration and practical tools to enhance overall wellbeing covering mental clarity, physical vitality and emotional resilience.

Through our People and Culture, Charity Committee and phAmbition programmes we have several initiatives that support our community, local businesses and charities, including:

- Marine conservation
- Ocean plastic clean up
- Don’t lose hope charity
- Cancer research (individual staff members)
- Pret Foundation and West London Missions New Home for the Homeless
- Hunstanton Beach Clean
- Mind mental health charity
- Bourne football club match and kit sponsor

Our charity committee was launched by the company to enable staff to have a direct input into managing our support for charitable causes.

Responsibilities

Board

The board and non-executive directors provide support and strategic direction for the company’s corporate responsibility.

Departmental Managers

Departmental managers are responsible for ensuring:

- Staff understand the processes, policies and procedures in each of their departments.
- That any social compliance training (including induction and policy training) is recorded on the company Papaya platform.
- Educating and working with staff to ensure they understand how their role within the company supports the corporate responsibility policy.

Technical Department

The technical department is responsible for:

- Management of the labour standards assurance management system.
- Managing the management review.
- Data analysis and reporting of the company labour standards and energy performance.
- Tracking and follow up of objective progress and management review actions.

Employees

Employees are required to comply with the company's policies and procedures as set out in their employment contract, handbook, and training plans.

Communication

This policy is communicated through the company shared drive/intranet and company website (www.polycohealthline.com), and will be made available to all interested parties.

Signature:		**Place of Issue:**	Bourne, PE10 0DN, UK
Name:	Brett Wakeley	**Issue Date:**	01/09/2025
Position:	Chief Commercial Officer	**Review Date:**	01/09/2025