

POLICIES

CORPORATE SOCIAL RESPONSIBILITY POLICY

We at Midland Lead set out the values of the organisation in relation to corporate social responsibility with emphasis on environment.

Corporate Social Responsibility (CSR) is about how companies conduct their business in an ethical way, taking account of their impact economically, socially, environmentally and in terms of human rights. CSR includes social partners such as local communities and global responsibilities such as protecting the environment and ensuring good labour standards in overseas suppliers.

IMPACT ON THE ENVIRONMENT

The organisation is committed to acting responsibly and not damaging the environment.

All employees are required to take this seriously and:

- Recycle materials whenever possible
- Not print off emails unnecessarily
- Consider the ethical stance of suppliers before placing orders
- Dispose of any chemicals responsibly and carefully
- Think about the impact of their actions on the local community

INTERACTIONS WITH THE COMMUNITY

It is important to the organisation to develop good working relationships with the community where the organisation operates. Employees are encouraged to become involved in community activities. Employees must make every effort not to damage the relationships that the organisation has with the community.

INTERACTIONS WITH CUSTOMERS AND SUPPLIERS

All interactions with customers and suppliers should follow the ethical stance of the organisation. Any deliberate non-adherence with the ethical stance might result in disciplinary action.

We at Midland Lead are committed to monitoring and training employees on this policy. We will monitor, review and consult on the effectiveness and any improvements identified are made as soon as possible. Internal control systems and procedures are also implemented to ensure compliance to legislation relating to CSR.

SIGNED:
CEO



Document Number: ML-POL-004
Date Issued: September 2025
Review Due: September 2026
Version No: 7.0

