



## Corporate Social Responsibility Policy



## Our Policies

As a company we recognise the importance to uphold the following Corporate Social Responsibility statement. We stress the importance of achieving a balance between economic growth, social well-being and the protection of the environment.

We have sub-categorised our statement into 3 sections:

- Our Environmental Policy
- Our Ethical Policy
- Our Employment Policy

Signature's ambition is to be recognised by its customers, its shareholders, its employees, its suppliers and the communities in which it is established as one of the best performing companies in the sectors in which it is involved.

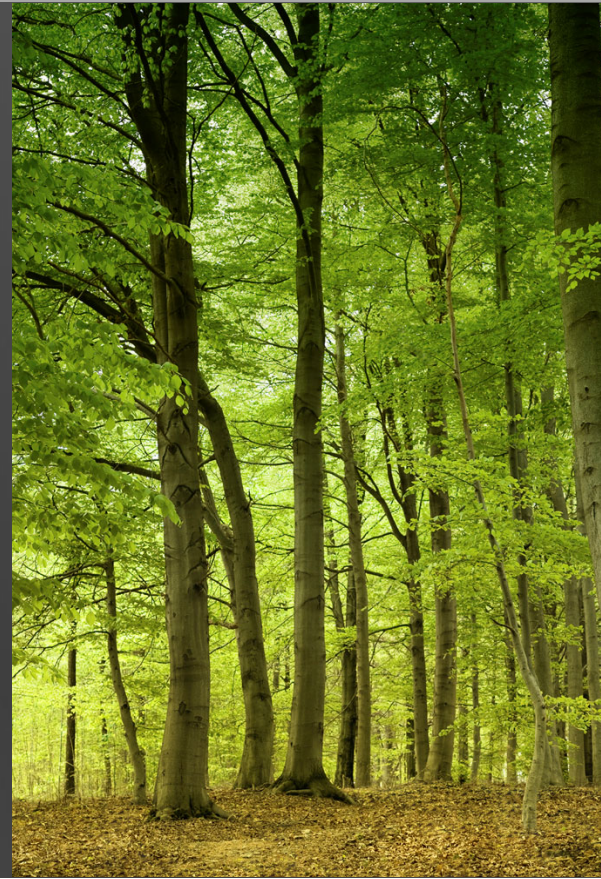


## Our Environmental Policy

We have an unfailing commitment to a strategy of sustainable development.

We believe that it is vital that as a company we should operate in an environmentally conscious way.

Our objective is to minimise the impact of our business activity on the environment. This includes ensuring that our suppliers do likewise and that we encourage our clients to consider environmental matters wherever possible.



## Our Ethical Policy

Signature is completely committed to the aim of operating all of our facilities, foreign and domestic, responsibly, legally, and ethically. We have comprehensive corporate policies and practices concerning our conduct designed to ensure that Signature complies with the laws of the various countries in which we operate.

We conduct our business with honesty and respect for both the rights and opinions of employees, suppliers and all parties that contribute to, or are affected by, our operation.

We provide the assurance of product quality and safety and we safeguard our customer's reputations in their marketplace and with their own shareholders.

Signature supports the right of any individual to have freedom of expression and religion, political representation or in respect of any other matter.



## Our Employment Policy

We encourage all employees to treat colleagues and customers equally. We will not tolerate discrimination, bullying or any other kind of harassment within our business community. Employees are expected to abide by company rules and to be honest and considerate in their various roles.

We will offer our employees clear and fair terms of employment and provide resources to enable their continual development.

We shall provide and maintain a clean, healthy and safe working environment.

We shall support and encourage our employees to help local community organisations and activities across our region.

Signature® Limited



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