



# **Corporate Social Responsibility (CSR) Policy**



## **Our Corporate Social Responsibility focus areas:**

### **Company Activities:**

Altitec Ltd. and its subsidiaries will comply with national and international regulations, internal policies and procedures, exercise sound and fair corporate practices, earn the trust of stakeholders such as customers, shareholders, employees, and society.

Altitec Ltd. and its subsidiaries will maintain positive relationships with trade and enforcing authorities, remaining politically neutral and complying with laws, and will not engage in relationships with individuals or groups that threaten social order or safety.

### **Respect For All:**

Altitec Ltd and its subsidiaries will respect diversity and individual human rights and provide an environment in which all persons receive fair treatment without discrimination. It will also oppose enforced labor and child labor and respect fundamental human rights as well as workers' rights.

### **Protection Of Employees And Others Affected By Our Operations:**

Altitec Ltd. and its subsidiaries through its Occupational Safety and Health Management System will proactively manage the H&S within the company, ensuring all risks are reduced to as low as reasonably practicable and employees, contractors and any other person affected by our operations are protected, free from risk and go home safe each day.

### **Protection Of The Natural Environment:**

Altitec Ltd. and its subsidiaries through its Environmental Management System will proactively engage in environmental efforts and work to protect the natural environment,

### **Socially Responsible Behavior Within The Supply Chain:**

Altitec Ltd. and its subsidiaries will through its procurement procedures, encourage socially responsible behavior within its supply chain.

### **Transparent Operating Activities:**

Altitec Ltd. and its subsidiaries will communicate extensively with customers, shareholders, employees, business partners, and society and disclose business information in a timely and fair manner. It will also conduct reliable financial reporting through accurate accounting processes.

### **Freedom Of Association And Collective Bargaining:**

Altitec Ltd. And its subsidiaries acknowledges and strongly supports the internationally recognised labour standards in regards to freedom of association and the right to collective bargaining.

### **Responsibility Of Top Management:**



Top management and employees in managerial positions within each department understand that they play an essential role in fulfilling the requirements of this policy and all other management system policies, in addition to leading by example, they must ensure that this information is disseminated to everyone within their department and all contractors who work on behalf of the company.

Top Management must always strive to understand the opinions of those both inside and outside of Altitec Ltd. and its subsidiaries to develop a sound internal framework that ensures that this policy is upheld.

If any incident occurs that infringes this policy, top management will demonstrate, internally and externally, their determination to solve the problem and strive to identify the cause and prevent its recurrence.

Furthermore, they will uphold information disclosure and accountability obligations. They will clarify the authority and responsibility of each manager and employee and deal rigorously and objectively with all people involved in the matter, including top management.

### **Anti-Slavery And Human Trafficking (Modern Slavery Act 2015) UK:**

Modern slavery is a criminal offence under the Modern Slavery Act 2015 (the "Act"). Modern slavery can occur in various forms, including servitude, forced or compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to conduct all of its business in an honest, transparent and ethical manner.

We take a zero-tolerance approach to modern slavery, human trafficking and child labour within Altitec Ltd., and its subsidiaries and its supply chains and are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate.

We expect the same high standards from all of our contractors, suppliers and other business partners.

Everyone within the Altitec team has an obligation to familiarise themselves with our procedures to help in the identification and prevention of modern slavery and to conduct business in a manner such that the opportunity for and incidence of modern slavery is prevented.

Whilst recognising our statutory obligation to set out the steps we have taken to ensure that modern slavery and human trafficking is not taking place in our supply chains, we acknowledge that we do not control the conduct of individuals and organisations in our supply chains.

### **Corporate Social Responsibility (CSR) assurance:**

Our CSR efforts are an integral part of our operations, and are embedded within our management systems.

We operate to guidelines and standards such as ISO 45001:2018, ISO 9001:2015 and ISO 14001:2015 and actively seek the opinions and ideas of our stakeholders through regular consultations.


We use customer feedback, employee feedback, internal and external audits, and management review meetings to maintain an open dialogue on CSR efforts.

The Corporate Social Responsibility Policy remains the sole property of Altitec Ltd. and no copies or amendments may be made without the consent of the Altitec Ltd. Directors.



This Policy is freely available and will be communicated throughout the company.

Signed:

DocuSigned by:  
  
CE9EF282C8B14D0...

Date: 31.01.2022

Name:

Andrew Sampson

Position:

Operations Director