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|  | RHINO ENGINEERING GROUP LIMITED INTEGRATED MANAGEMENT SYSTEM CORPORATE SOCIAL RESPONSIBILITY POLICY | Doc Ref. RS 180 |
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INTRODUCTION AND SCOPE

This policy is applicable to Rhino Engineering Group Limited (REGL) and all subsidiary companies including Rhino Systems Limited (RSL), Rhino Site Systems Limited (RSSL) and HySafe Limited.

The policy commits REGL to ensure that any business undertakings are conducted as ethically as possible with due consideration of social responsibilities.

REGL seeks to sustain a business that is successful and respected in its ethical standing by our stakeholders. These include customers, clients, investors, regulators, suppliers, and the community. We embrace the role our business plays on a day to day basis in contributing to a better society.

COMPANY BACKGROUND

Established in 1983, as Rhino Doors, the company worked to develop a unique door design that was quickly recognised by UK industry leaders. Following success with basic industrial doors, a range of physical attack delay products was developed. Work for the Ministry of Defence grew, and Rhino entered the Transport Infrastructure sector developing contracts for Crossrail. Rhino then began manufacturing a new range of performance rated doors and ancillary products, transforming REGL into the versatile door manufacturer it is today.

REGL provides a comprehensive range of pre-engineered and bespoke, primary and multiperformance rated doors for the protection of national assets. They have established themselves over many years in key sectors including Critical National Infrastructure, Defence, and Oil & Gas and have worked on a number of transport infrastructure projects including Crossrail.

Located at the heart of the Welsh steel industry, REGL produce pre-engineered CPNI attack delay rated sliding and folding doors and bespoke, multi-performance rated door and wall constructions.

POLICY

We are aware that the running of our business will, in many ways, affect our place of work, the community and the wider environment in which we operate. We believe that the way we run our business can and should make a positive difference in these areas and we aim to ensure that continued efforts are made to achieve that.

Our corporate social responsibilities are identifiable in the following areas:

Looking after Employees

- **Involvement:** We keep our staff fully informed of our policies and procedures and we encourage them to share their ideas with us on both internal processes affecting them, and the way our service is provided to customers/clients. We maintain an open and honest approach to all of our communications.
- **Equal Opportunities:** We are committed to providing an environment of equal opportunities for all members of our workforce. No account of any of the protected characteristics set out in the Equality Act 2010 shall be taken to a detrimental effect in any decision involving recruitment, promotion, provision of facilities etc. See our equal opportunities policy for more detail in this regard.

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- **Education:** We recognise the importance of education in our community, and supporting individuals during this process is key to advancement. We actively encourage our employees to take up training courses, often funded by ourselves, and we offer a number of work experience placements in partnership with local schools and colleges in addition to apprenticeships.
- **Health & Safety:** We are committed to meeting all requirements of the Health and Safety at work Act 1974 to enable all employees to work safely. Our H&S systems are externally certified to meet the requirements of ISO 45001 and we actively involve employees in health and safety decision making.

Looking after Customers

We promote activities to look after customers aiming to achieve a positive and lasting impression of our business by

- **Meeting requirements:** Close co-operation in design to ensure that the products supplied exactly meet the customers' requirements
- **Communication:** Open communication on how projects are proceeding to meet anticipated delivery or installation dates
- **Quality:** Provision of a high quality product backed up by the assurances of a certified ISO 9001 Quality Management System.

Suppliers' Standards

We seek to use good suppliers and seek to maintain excellent working relationships with them.

- **Local Suppliers:** We will seek to use local suppliers and businesses where possible to meet the business' operational needs, to support businesses within our area and decrease our carbon footprint.
- **Standards:** In respect of our entire CSR initiative, we expect no lesser standards from our suppliers and business partners.

Protecting the Environment

We commit to minimising the environmental impact that our business activities may have on our surroundings by:

- Continued certification of our Environmental Management System to the requirements of ISO 14001
- Working towards becoming carbon neutral
- Taking steps to minimise the amount of waste created by the business and to reuse or recycle where possible
- Segregating waste streams and using approved waste contractors for disposal of surplus materials
- Monitoring the use of utilities and adopting initiatives to minimise their use
- Encouraging greener transport by promoting the use of public transport, car sharing, the use of eco friendlier fuels in vehicles and efficient route planning
- Changing to using recyclable materials
- Efficient printing and paper use reduction initiatives
- Using technology to lessen the need for travel

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Sustainability

Sustainability issues are often linked to the environment and covered in the above section. In addition we commit to promoting sustainability within the business and throughout our supply chain by

- Integrating sustainability considerations into all our business decisions
- Complying with, and where possible exceeding, all applicable legislation, regulations and codes of practice
- Purchasing timber products from recycled or well managed and sustainable sources
- Considering the likely life of products and investing in more durable quality products that offer better long term value
- Ensuring all staff are fully aware of, and commit to, our sustainability objectives
- Minimising the impact on sustainability of all office and transportation activities
- To make clients/customers and suppliers aware of our sustainability objectives, and encourage them to adopt sound sustainable management practices
- To review and to continually strive to improve our sustainability performance

Community Engagement

To support and engage with local communities by

- Recruiting people locally where possible
- Using local suppliers and businesses
- Supporting and getting involved with local community initiatives and charitable work by sponsorship and donations to national and local charities which may be suggested by our staff, and the funding of community projects.

Ongoing commitment

- We are fully committed to the principle of CSR and aim to ensure that all relevant policy decisions made within the business evaluate the potential CSR impact.



Stuart Lawrence

Group Managing Director