

SOCIALRESPONSIBILITY POLICY

1. Purpose

At **Related Fluid Power**, we recognize our responsibility to contribute positively to the society, environment, and communities in which we operate. This Social Responsibility Policy outlines our commitment to ethical practices, sustainability, and community engagement, reflecting our values of integrity, respect, and care for all stakeholders.

2. Scope

This policy applies to all employees, contractors, and stakeholders of **Related Fluid Power**, across all locations and levels of operation. It guides our interactions with customers, suppliers, employees, shareholders, and the broader community.

3. Key Principles

3.1 Ethical Business Practices

- We are committed to conducting business with integrity, transparency, and fairness.
- We adhere to all local, national, and international laws and regulations in the markets where we operate.
- We expect our suppliers, contractors, and partners to share our commitment to ethical business practices and responsible sourcing.

3.2 Environmental Sustainability

- We aim to minimize our environmental footprint by reducing waste, conserving energy, and promoting sustainable business practices.
- Our goal is to integrate environmentally friendly practices into all aspects of our business, including product design, supply chain management, and office operations.
- We encourage and promote the use of renewable resources and seek to minimize carbon emissions across our operations.

3.3 Community Engagement

- We are committed to making a positive impact on the communities in which we operate.
- We support local charities, social causes, and initiatives that promote education, health, and economic development.

3.4 Diversity and Inclusion

- We foster a diverse and inclusive workplace where every individual is valued and respected, regardless of race, gender, age, disability, sexual orientation, religion, or background.
- We promote equal opportunities for all employees and strive to maintain a fair and supportive work environment.
- We believe that a diverse workforce leads to better decision-making and innovation.

3.5 Employee Well-being

- We are committed to providing a safe, healthy, and supportive work environment for all employees.
- We promote work-life balance, offer wellness programs, and encourage professional development and continuous learning.
- Our goal is to support employees' physical, mental, and emotional well-being to help them thrive both at work and in their personal lives.

3.6 Human Rights

- **Related Fluid Power** upholds the highest standards of human rights, both within our company and across our supply chains.
- We condemn all forms of forced labour, child labour, and discrimination and ensure that our practices are aligned with international human rights frameworks, such as the UN Global Compact and International Labour Organization standards.

4. Implementation and Monitoring

- This policy will be communicated to all employees and stakeholders and embedded into the company's operations and decision-making processes.
- We will monitor the implementation of our social responsibility initiatives and continuously seek ways to improve our impact.
- Feedback from stakeholders is encouraged, and regular reviews of the policy will be conducted to ensure its relevance and effectiveness.

5. Accountability and Reporting

- The senior management team is responsible for overseeing the execution of this policy and ensuring that all areas of the company adhere to its principles.
- We commit to reporting our social responsibility efforts and progress annually to maintain transparency and demonstrate our commitment to sustainable practices.

6. Conclusion

At **Related Fluid Power**, we believe that being a responsible corporate citizen is not only the right thing to do but is also key to long-term success. We are dedicated to continuing our efforts to be a positive force for good in society and to contributing to a more sustainable and inclusive future.

Jonathan Spittle,
Managing Director

A handwritten signature in black ink that reads "Jonathan Spittle".