



Wolf Laboratories Limited

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## WolfLabs Corporate Social Responsibility (CSR) Policy

### 1. Introduction

WolfLabs is committed to operating as a responsible and ethical business. Our CSR policy reflects our dedication to making a positive impact on our community, the communities of our customers, the environment, and society at large. As a distributor of laboratory equipment, we acknowledge our role in shaping a sustainable future, supporting local and wider communities, and adhering to ethical business practices. This policy outlines our commitment to corporate social responsibility and guides the company's actions in key areas.

### 2. Our Approach to CSR

WolfLabs believes that corporate responsibility goes beyond financial performance. We strive to make a tangible, positive impact through a variety of initiatives, including:

- Supporting educational and community projects.
- Reducing our environmental footprint.
- Supporting employee well-being and development.
- Promoting ethical and fair business practices.

### 3. Commitment to the Community

WolfLabs recognises the importance of contributing to the development of the communities in which we operate. We have made an ongoing commitment to both local initiatives that improve access to technology, education, and support the local communities of our customers.

#### Examples:

- **Donation to East Yorkshire Food Bank in December 2024** This contribution helped provide essential supplies to individuals and families in need across the region. We recognise the increasing importance of food banks in supporting communities, particularly in times of economic hardship, and are committed to continuing our support for local charities that make a direct impact.



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- **Donation of Refurbished Laptops in October 2024** In line with our commitment to local communities, WolfLabs donated refurbished laptops to Warter Primary School. This initiative aims to support the school's efforts to enhance learning experiences through the use of technology. We are proud of this donation and intend to look for similar opportunities to contribute to educational institutions and local charitable organisations in the future.
- **Donation to Edinburgh Food Project in July 2024** As an example of how we also support the communities of our customers, WolfLabs was proud to support the Edinburgh Food Project. This contribution helped provide food and essential supplies to those in need across the Edinburgh area. With food insecurity being a growing concern, we are dedicated to helping alleviate the pressures faced by local communities. This donation aligns with our ongoing commitment to supporting food banks and similar charitable initiatives across the UK.

#### **4. Environmental Responsibility**

We remain committed to minimising the environmental impact of our day-to-day operations. Our key initiatives include:

- Operating an internal sales team, reducing the regular volume of travel to customer sites
- Having a paper free office by embracing digital communication and invoicing.
- Ensuring the responsible recycling of any electronic waste (e.g. laptops, office equipment).
- Providing customers with guidance when procuring equipment, highlighting key product features which impact their overall sustainability impact.
- The use of Green Gas and Electricity for energy usage in our head office
- Further information and initiatives can be found in our Carbon Reduction Plan from our Policies page [here](#)

#### **5. Employee Well-being and Development**

Our people are at the heart of WolfLabs' success, and we are committed to ensuring a supportive and empowering work environment. Our CSR efforts include:



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- Providing a safe, inclusive, and respectful workplace.
- Offering continuous professional development opportunities for all employees.
- Encouraging a work-life balance by promoting flexible working arrangements where possible.
- Supporting mental health and well-being through awareness programs and access to resources.

We have signed the Mental Health at Work Commitment and are currently delivering a programme of activities to ensure everyone can have open and honest conversations about their wellbeing in the workplace and feel supported.



Further information on this positive commitment can be found here:

<https://www.mind.org.uk/news-campaigns/campaigns/mental-health-at-work-commitment/the-6-standards/>

## 6. Ethical Business Practices

WolfLabs is committed to upholding the highest standards of ethics and integrity in all of our business dealings. This includes:

- **Modern Slavery** WolfLabs is committed to preventing modern slavery and human trafficking in all aspects of our operations and supply chain. We take a zero-tolerance approach to any form of slavery or forced labour. Our suppliers are required to adhere to the same ethical standards, and we expect them to comply with all applicable laws related to modern slavery. We work with trusted partners who share our commitment to ethical employment practices. WolfLabs actively monitors and reviews our supply chain to identify and mitigate risks, ensuring that any signs of forced labour or exploitation are swiftly addressed.
- **Cyber Security** Protecting our data, our clients' information, and our IT infrastructure is a top priority for WolfLabs. We have implemented strong cybersecurity measures to safeguard our digital assets, including regular system updates, secure encryption protocols, and a robust disaster recovery plan. Our internal staff are trained in best practices for data security, and we employ leading technologies to prevent unauthorised access, cyber-attacks, and data breaches. We also work with trusted partners to ensure that cybersecurity standards are maintained throughout our entire



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network, ensuring the privacy and security of all stakeholders. This is all reinforced by our Cyber Essentials Accreditation – our certificate can be viewed [here](#).

- **Certifications and Accreditations** WolfLabs is committed to maintaining high standards of quality, safety, and environmental responsibility. We hold various certifications and accreditations relevant to our industry to ensure that we meet or exceed the expectations of our clients, partners, and regulatory authorities. These include certifications such as ISO 9001 (Quality Management Systems) and ISO 14001 (Environmental Management). We continuously strive to maintain and improve these certifications, ensuring that our operations remain compliant with the latest industry standards and best practices.
- **Conflict Minerals** WolfLabs is committed to ensuring that our supply chain is free from the use of conflict minerals, which are often sourced from regions where their extraction is linked to human rights abuses or environmental degradation. We expect all our suppliers to comply with ethical sourcing practices and to avoid using materials that contribute to conflict or exploitation. As part of our due diligence process, we require our suppliers to provide assurances that the minerals used in the products they supply are responsibly sourced, and we are committed to transparency and accountability in our supply chain.
- **Supply Chain** Ensuring that we only work with suppliers who share our commitment to ethical practices, including modern slavery, sustainability, Cyber security, certification and accreditations and conflict minerals.
- **Transparency** Upholding transparency in all transactions and relationships with customers, suppliers, and partners.

## 7. Future Commitments

WolfLabs continues to look for new ways to contribute to the wider community and reduce our environmental impact. Moving forward, we will:

- Continue to support local charities and schools with donations of equipment and resources.
- Strive to adopt more sustainable practices in our internal operations.
- Regularly review our CSR policy to ensure we are meeting our objectives and responding to emerging needs.



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## **8. Conclusion**

At WolfLabs, we understand the importance of social responsibility and are committed to ensuring that we conduct our business in a way that supports the environment, our community, and the well-being of our employees. By embracing CSR principles, we aim to create long-term value and have a positive impact beyond just our financial results.

If you have any concerns about practices within WolfLabs or our supply chain, you can report them confidentially via our dedicated whistleblowing email:

**[whistleblowing@wolflabs.co.uk](mailto:whistleblowing@wolflabs.co.uk)**.

David Suddaby  
Managing Director  
Wolf Laboratories Limited  
March 2025