

Wolf Laboratories Limited Corporate Social Responsibility Policy

PURPOSE

The following policy articulates Wolflabs' commitment to Corporate and Social Responsibilities. At Wolflabs, we recognize the profound impact our products have on our customers, consumers, and the broader world. Upholding the highest standards of integrity is crucial to safeguarding our reputation and that of our customers. We are dedicated to fostering a culture that prioritizes ethical conduct and corporate responsibility, guided by the following principles:

Safety of our Employees and Visitors:

- Our paramount concern is the well-being of our employees and visitors.
- Wolflabs is committed to providing a secure working environment.
- Employees are expected to take personal responsibility for their safety and the safety of others.
- We maintain a zero-tolerance approach to accidents and expect visitors to adhere to our safety standards.
- Compliance with legal safety obligations is strictly ensured.
- Thorough induction processes are conducted for all employees.
- Continuous updates on safety practices are communicated through staff briefings and notices.

Well-being of People:

- Success is achieved through collaborative efforts, embracing diversity, and upholding promises.
- We operate within legislative frameworks to ensure fairness, equality, and zero tolerance for discrimination or harassment.
- Wolflabs does not employ anyone under the age of 18, except for apprentices adhering to specific regulations.
- We commit to paying the Real Living Wage, with apprentices receiving the Apprentice Minimum Wage.
- Adherence to working hour regulations and promotion of a work environment free from harassment.
- Ethical compliance with UK employment legislation and fair grievance and disciplinary practices including Modern Slavery Act 2015.

Managing our Business in a Socially Responsible and Ethical Manner:

- Worldwide application of reputable business practices.
- Annual maintenance of ISO9001/14001 certifications.
- Adherence to customer audit requirements and clear policies on confidentiality and intellectual property protection.
- Support for communities and cultures where Wolflabs operates.
- Employee development through training and career support.
- Our operations touch members of the community daily, whether as customers, neighbours, employees, businesses or residents. We are committed to fostering good relationships with the communities in which we work and building community partnerships that deliver positive change.
- Current activities include working with local businesses wherever possible, offering training to students from local schools and sponsoring local activities.

Ethical Sourcing:

- Sourcing from ethically sound suppliers and service providers.
- Ethically sourced energy and a commitment to reducing energy consumption through technology.
- Comprehensive supplier reviews for corporate and social responsibility, including sustainable sourcing.

All employees are obliged to adhere to this policy, and it is the duty of directors and senior management to ensure awareness and compliance throughout the organization. Leadership must exemplify the highest standards of integrity in performing their duties on behalf of Wolflabs.

Last update

David Suddaby – 23/11/2023