



Price Western

## Price Western Corporate and Social Responsibility Policy

**Price Western Leather (Price Western) recognises that it must bring together our company values and operations to meet the expectations of all stakeholders. Our stakeholders include customers, employees, regulators, investors, suppliers, the community and the environment.**

We recognise that our responsibilities in terms of the social, economic and environmental effects of our operations to these stakeholders are key to the successful continuity of our business. We aim to demonstrate these responsibilities in both our day to day actions and within our corporate policies. We welcome feedback from all stakeholders. We regularly review all feedback received and, where possible, maintain open communications with all our partners to ensure that we fulfill the requirements outlined within this policy.

The Managing Director, working with the Senior Management Team, is responsible for the implementation of this policy and will make the necessary resources available to realise Price Western's corporate responsibilities. The responsibility for our performance to this policy rests with each individual throughout the company.

### Corporate Responsibility

We expect all our business partners to operate transparently and within their relevant legal framework. We will never offer, give, request nor accept any kind of bribe or inducement to act in a way inconsistent with our Ethical Operating Policy or our legal framework. We will report any illegal activities to the relevant authority.

### Our focus:

Price Western will continue to work hard to improve its environmental performance through implementation of our ISO14001 processes and related polices.

Through effective partnerships with all our suppliers, we shall continue our initiatives on energy and raw material efficiency, staff education and the environmental impact of our operations on the community.

Price Western encourages dialogue with local communities for mutual benefit.

Price Western undertakes to register and resolve customer complaints in accordance with our published standards of service, backed up by our ISO 9001 accreditation and associated processes.

Price Western supports and encourages our employees to help local community organisations and activities in our region.

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### Our Focus: (continued from previous page)

Price Western operates an equal opportunities policy for all present and potential future employees.

Price Western offers its employees clear and fair terms of employment and provides adequate resources to continue their professional development.

Price Western provides safeguards to ensure that all employees and contracted staff are treated with respect and without sexual, physical or mental harassment.

PWL will work hard to maintain, a clean, healthy and safe working environment, under the relevant legal framework, but also incorporating measures aimed to improve the well-being of our employees whilst under our duty of care.

PWL upholds the values of honesty, partnership and fairness in our relationships with stakeholders.

Our contracts clearly set out the agreed terms, conditions and the basis of our relationship.

PWL will continue to operate in a way that safeguards against unfair business practices.

PWL encourages suppliers and contractors to adopt responsible business policies and practices for mutual benefit.

### Working with our Local Community

Price Western undertakes to always act responsibly in both the way it conducts its business with partners and customers as well as behaving in a responsible manner towards our local community - as a whole and as individuals. We will continue to encourage our staff members to actively engage with local charities, youth groups and organisations.

When required, Price Western will always be as flexible as possible to allow staff members to participate in events and family occasions. As an organisation, we will continue to sponsor and support local events and organisations both with financial donations and direct help through participation. We will offer an 'open-door' policy to local organisations of all kinds to whom we will extend free access to our surplus materials and expertise.

As our company grows, we endeavour to do so alongside our community - our staff members all live in the area and have a wide range of interests and commitments. We value the opportunities to support our staff and our neighbours in both their professional and domestic lives.