

Snowshock Ltd



Policy: Corporate Social Responsibility (CSR).

Introduction

The purpose of our Corporate Social Responsibility (CSR) company policy is to outline our commitment to giving back to the world and being a responsible business. We recognise that our company is part of a larger system that includes people, values, other organisations, and nature. This policy aims to guide our actions and initiatives in promoting compliance, pro-activeness, and ethical practices.

1. Compliance:

A. Legality: We are committed to respecting the law and ensuring that all our business operations are legitimate. We will honour our internal policies and maintain open and transparent partnerships and collaborations.

B. Business Ethics: We will conduct business with integrity, promoting safety and fair dealing, respecting consumers, and adhering to anti-bribery and anti-corruption practices.

2. Corporate Social Responsibility:

A. Protecting the Environment: We recognise the importance of environmental protection and will follow best practices in waste disposal and chemical substance use. We will practice stewardship and take proactive measures to keep our environment clean and unpolluted.

B. Protecting People: We prioritise the health and safety of our employees and communities. We will avoid causing harm to local and indigenous populations and promote diversity and inclusion.

C. Human Rights: We are dedicated to upholding human rights and fair labour practices. We will not engage in activities that directly or indirectly violate human rights, such as forced labour.

3. Carbon Footprint reduction:

A. Energy Efficiency: We will prioritise energy-efficient practices and technologies throughout our operations. This includes using energy-efficient equipment and appliances, optimising lighting systems, and implementing energy management systems.

B. Renewable Energy: We will actively seek to purchase energy from renewable sources such as solar and wind.

C. Transportation: We will promote sustainable transportation options, such as incentivising the use of public transportation, carpooling, cycling, or walking. We will also explore the adoption of electric or hybrid vehicles for our fleet, where feasible.

D. Waste Management: We will implement effective waste management practices, including recycling, composting, and reducing waste generation, minimising waste sent to landfills.

E. Procurement: We will consider the carbon footprint of products and services in our procurement decisions. Preference will be given to suppliers and vendors that demonstrate a commitment to environmental sustainability and carbon reduction.

4. Pro-activeness:

A. Donations and Aid: We may allocate a budget for monetary donations to support the arts, education, community events, and alleviate those in need.

B. Supporting the Community: We will encourage our employees to engage in volunteering activities, either through internal or external programs.

5. Learning: We will invest in research and development (R&D) and actively seek suggestions and ideas for continuous improvement in our operations.

Our company will actively promote our identity as a socially aware and responsible business. It is the responsibility of Directors to communicate this policy at all levels and resolve any CSR issues that arise.

This document is controlled by:

Peter Campbell

Managing Director

Version 2a.2 14.02.25