



Corporate & Social Responsibility Policy – CSR

KANE defines CSR as integrating business operations with values so the interests of all stakeholders (shareholders, customers, employees, our community & environment) are reflected in our policies & actions.

We therefore:

- continuously review our CSR strategy
- Encourage our business partners to match our performance
- Act in a socially responsible way
- Continually monitor our performance and always meet relevant legislation
- Encourage our staff to be mindful of their actions on any natural resource

Our Purpose & Aims

- We try to make clear to stakeholders what we mean by CSR and how we achieve it. CSR applies throughout our business and governs our approach to all activities. *We are responsible and an example of good practise*

Our Conduct

- We recognise good CSR considers sustainable development and how our activities affect people
- We do not entertain unfair business practices
- We know we have a responsibility to develop relationship with the communities we work in and affect
- We consider the environmental, social and economic issues of the decisions we take
- We encourage engagement with local suppliers where possible

Corporate Governance

- We ensure we conduct our business to the highest ethical, professional & legal standard
- We comply always with relevant laws
- We treat all groups, persons and businesses in a fair, open and respectful manner
- Competition is based on quality, value and integrity of products & services supplied
- We actively ask for feedback to ensure we observe best practice wherever possible
- We ask our customers and vendors to give feedback on our performance and ensure their comments are analysed, responded to and acted on, where appropriate

Environment

- We reduce our impact on the environment through continual improvement
- We encourage our vendors to do the same
- We assess production, use and disposal of the main goods we use and make
- We reduce unnecessary environmental impact from colleagues coming to & from our offices

Human Rights

- We support and respect the protection of internationally proclaimed human rights
- We expect our suppliers to do the same and observe international human rights norms

Equality and Diversity

- We eliminate discrimination on any grounds and promote equality of opportunity
- We ensure our customers and suppliers can work in confidence and be treated with respect

Suppliers

- We work with our suppliers to achieve our policies when delivering our products & services
- We expect our suppliers to have responsible business policies and practices
- We continue to work with suppliers to:
 - a) *Promote more environmentally friendly products to promote to our customers*
 - b) *Reduce packaging where possible*
 - c) *Implement ways to return, recover, re-use, recycle items at end of use/life*

Signed for and on behalf of Kane International Limited

A handwritten signature in black ink, appearing to read 'Jonathan Hoole'.

Jonathan Hoole
Managing Director

March 2021