



## Corporate and Social Responsibility Policy

Kane define CSR as the integration of business operations and values, whereby the interests of all stakeholders (shareholders, customers, employees, the community and the environment) are reflected in our policies and actions.

### **We will:**

- Continuously review our Corporate and Social Responsibility (CSR) strategy
- Encourage our business partners to strive for matching performance
- Act in a socially responsible way
- Continually monitor our performance and always meet relevant legislation
- Encourage our staff to be mindful of the effect of their actions on any natural resource

### **Purpose and Aims**

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

### **Standards of Business Conduct**

- We recognise that good CSR considers sustainable development and how we affect people through our activities
- We shall operate in a way that safeguards against unfair business practices
- We believe that a responsible approach to developing relationships between companies and the communities they serve is part of being a successful business
- When carrying out our business, we will consider the environmental, social and economic issues
- We will review our policies and business practices to encourage engagement and promote the development of the regional supply chain where possible

### **Corporate Governance**

- We are committed to ensuring that our business is conducted according to rigorous ethical, professional and legal standards
- All laws that apply will be complied with
- All groups, persons and businesses with whom we have a relationship with will be treated in a fair, open and respectful manner
- Competition will be based on the quality, value and integrity of the products and services supplied
- Feedback of performance will be actively sought; we will review all activities to ensure best practice is observed wherever possible
- We will ask our customers and vendors to give feedback on our performance and ensure that comments are analysed, responded to and where appropriate, acted upon

### **Environment**

- We aim to reduce our impact on the environment through a commitment to continual improvement



## Corporate and Social Responsibility

- We will encourage our vendors to reduce their impact on the environment
- We assess production, use and disposal associated with the main goods we use
- We will seek to minimise adverse environmental effects of people travelling to and from our offices

### Human Rights

- We will support and respect the protection of internationally proclaimed human rights
- Vendors are required to observe international human rights norms

### Equality and Diversity

- We aim to eliminate discrimination on any grounds and promote equality of opportunity
- We will ensure that our customers and vendors are able to work in confidence and be treated with respect

### Vendors (Suppliers)

- Vendors will be encouraged to help us achieve our policy aspirations in the delivery of our products and services.
- We shall encourage vendors to adopt responsible business policies and practices
- We will continue to work with vendors to:
  - a) *Promote more environmentally friendly products and then promote these to our customers*
  - b) *Reduce the amount of packaging where possible*
  - c) *Implement schemes to take back, recover, re-use, recycle products at the end of their use/life as required*

Signed for and on behalf of Kane International Limited

Jonathan Hoole  
Managing Director

Date: May 2023

A handwritten signature in black ink, appearing to read 'J Hoole', written over a light blue horizontal line.