Corporate Social Responsibility Policy

Feralco

Feralco has a strategy to sustainably grow as an organisation through a focus on water treatment. In order to achieve this we are committed to a series of operating principals, which ensure that our business activities are conducted in a responsible manner to the benefit of customers, stakeholders, employees and shareholders.

1.0 Scope

We aim to make our employees, suppliers and local and wider communities part of our success by working with them in every way we can.

2.0 Policy

We are committed to:

* Continuous improvement in our Corporate and Social Responsibility (CSR) strategy.
* Encouraging our business partners to strive for matching performance.
* Acting in a socially responsible way.
* Continually improving our performance and meeting all relevant legislation.
* Encouraging our staff to be mindful of the effect of their actions on any natural resource.

In implementing this policy we aim to:

* Be responsible;
* Be an exemplar of good practice.

Standards of business conduct

* We recognise that good CSR embraces all aspects of sustainable development and the way we affect people through our business operations.
* We will assess which social issues are of most relevance to the contract and decide at what stage in the procurement lifecycle this social policy could most effectively and legally be included.
* 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, global or local, is a vital part of delivering business success.
* When carrying out our business, in consultation with our customers, we will determine and evaluate the associated environmental, social and economic issues.
* We will continually review our policies and business practices to encourage engagement with small and medium enterprises and to promote the development of the regional supply chain.

Corporate governance

* We are committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional and legal standards.
* All the laws that regulate and apply will be complied with.
* All groups and individuals with whom we have a business relationship will be treated in a fair, open and respectful manner.
* Feedback on performance will be actively sought, and we will continually review all activities to ensure best practice is observed at all times.
* We will allow our customers and vendors to give feedback on our performance and ensure that all customer comments are analysed, responded to and where appropriate, acted upon.

Environment

* Our objective is to endeavor to reduce our impact on the environment through a commitment to continual improvement.
* We will continue to work with our vendors to reduce their impact on the environment.
* We do assess production, use and disposal associated with the main goods we use.
* Our operations are conducted to a standard compliant with ISO 14001 & IPPC.

Human Rights

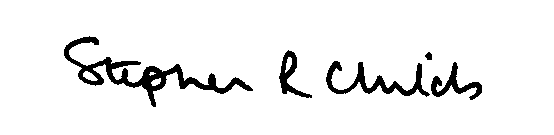
* We aim to support and respect the protection of internationally proclaimed human rights.
* Vendors are actively encouraged to observe international human rights norms within their work.

Modern Slavery & Human trafficking

* We have a zero tolerance approach to slavery and human trafficking and expect all those in our supply chain to comply with our values.
* We undertake all reasonable and practical steps, including factory, warehouse inspections and audits, to ensure that our standards are being implemented throughout the businesses of our suppliers.
* Training has been provided to the relevant employees in order to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains.

Equality and Diversity

* We aim to eliminate discrimination on any grounds and promote equality of opportunity in the supply chain.
* We will ensure that our customers and vendors are able to work together in confidence and be treated with respect by each party.
* Our range of contracts will take account of the needs of a diverse customer base.



**Date 20.1.16**