

Corporate Social Responsibility Policy

Policy Statement

MiniTec UK Ltd is committed to conducting its business in a responsible, ethical, and sustainable manner. We recognise that our operations can have an impact on employees, customers, suppliers, communities, and the environment, and we aim to manage these impacts responsibly while creating long-term value for all stakeholders.

This Corporate Social Responsibility (CSR) Policy sets out our commitment to integrating social, environmental, and ethical considerations into our business activities and decision-making processes.

Scope

This policy applies to all employees, contractors, and business partners of MiniTec UK Ltd. We expect all those working on our behalf to adhere to the principles outlined in this policy and to act in a responsible and ethical manner.

Our CSR Commitments

MiniTec UK Ltd.'s approach to CSR is guided by the following key commitments:

- Ethical business conduct and good corporate governance
- Respect for human rights, equality, and fair labour practices
- Environmental responsibility and sustainability
- Health, safety, and employee wellbeing
- Positive engagement with customers, suppliers, and local communities

Ethical Business Practices and Governance

MiniTec UK Ltd is committed to:

- Conducting business with integrity, transparency, and professionalism
- Complying with all applicable UK laws, regulations, and industry standards
- Preventing bribery, corruption, fraud, and conflicts of interest
- Maintaining accurate records and transparent financial reporting
- Promoting responsible and ethical practices throughout our supply chain

We expect our suppliers and partners to operate in accordance with similar ethical standards.

Employees and Workplace Practices

We value our employees and are committed to:

- Providing a safe, healthy, and supportive working environment
- Promoting equality, diversity, and inclusion, and preventing discrimination or harassment
- Respecting internationally recognised human rights and labour standards
- Supporting training, development, and career progression
- Encouraging open communication and employee engagement

Health and Safety

MiniTec UK Ltd is committed to maintaining high standards of health and safety by:

- Complying with all relevant health and safety legislation
- Identifying and managing workplace risks
- Providing appropriate training, equipment, and supervision
- Promoting a culture of safety awareness and continuous improvement

Environmental Responsibility

We aim to minimise our environmental impact by:

- Complying with all applicable environmental legislation
- Using energy, materials, and resources efficiently
- Reducing waste and encouraging recycling where practicable
- Considering environmental impacts when making business and procurement decisions

We are committed to continual improvement in our environmental performance.

Customers and Product Responsibility

MiniTec UK Ltd is committed to:

- Providing high-quality products and services that meet customer requirements
- Acting fairly, honestly, and transparently in all customer relationships
- Protecting customer and business data in line with data protection legislation
- Responding promptly and professionally to customer feedback and concerns

Community and Social Responsibility

We recognise the importance of contributing positively to the communities in which we operate and aim to:

- Act as a responsible employer and corporate citizen
- Support local communities and initiatives where feasible
- Encourage employee involvement in community or charitable activities

Implementation and Responsibility

Overall responsibility for this policy rests with senior management. Managers are responsible for ensuring that CSR principles are communicated, understood, and applied within their areas of responsibility. All employees are expected to support and comply with this policy.

Monitoring and Review

This policy will be reviewed periodically to ensure it remains appropriate to the nature and scale of MiniTec UK Ltd.'s operations and continues to reflect legal, regulatory, and stakeholder expectations.

The company reserves the right to make changes to this policy at any time.