

May 2024



Corporate Social Responsibility (CSR) Policy

Calder Industrial Materials Ltd is fully committed to the principal that all its business activities are conducted ethically, sustainably, and for the benefit of the community in which we operate as indicated in this policy.

We firmly believe that commitment to the principles of corporate social responsibility (CSR) are complementary to our core business strategy and corporate values, as well as making good business sense. Our policy is based on the following principles:

Caring for our people:

We strive to ensure all colleagues enjoy their work and have opportunities for professional growth and development. We invest in training, apprenticeships, and leadership development programmes and actively look for ways in which we can promote and increase the diversity of our workforce. We offer training to all employees and prioritise internal promotion to external recruitment wherever possible.

Safe operation is our priority, and we are committed to ensuring a safe and healthy working environment for all our employees and contractors where everyone returns home safe and well every day.

Responsible trading:

It is our policy to ensure our products meet our customers' expectations of quality and safety and that the products are supplied are used correctly and responsibly in appropriate applications.

We are committed to maintaining high standards in our supply chain. We oppose the exploitation of workers, and we will not tolerate forced labour, nor labour which involves physical, verbal or psychological harassment, or intimidation of any kind. We will not accept human trafficking or the exploitation of children and young people and undertake all reasonable and practical steps to ensure that these standards are maintained through our supply chain.

Protecting the environment:

We know that our work has the potential to impact the environment and we are committed to conducting our activities in an environmentally responsible manner. We do this through compliance with, and exceeding where possible, all applicable directives and relevant standards including IPPC and ISO 14001.

We manufacture 100% of our lead products from recycled lead and work continuously to identify potential environmental hazards and establish rigorous processes to prevent, reduce and mitigate the impact these could have on the environment.

Supporting the local community:

We recognise that we play an important role in our local community and aim to make this a better place. It is our policy to be a responsible corporate citizen in our local community; we employ locally wherever possible and encourage and empower our employees to get involved in local community activities.