



Corporate Social Responsibility (CSR) Policy

OCU is committed to conducting business responsibly and delivering value to our clients, suppliers, employees, and the communities in which we operate. We recognise that our success is intertwined with the well-being of these stakeholders and the environment. This policy outlines our core CSR principles and the concrete actions we will take to fulfil our commitments.

Our Guiding Principles:

- **Integrity and Ethics:** We conduct all activities with honesty, fairness, and accountability, adhering to the highest ethical standards.
- **Quality and Continuous Improvement:** We deliver high-quality products and reliable services, continuously seeking ways to improve efficiency and reduce our environmental impact.
- **Environmental Stewardship:** We strive to minimise our environmental footprint through responsible resource management, waste reduction, and adoption of sustainable practices.
- **Health and Safety:** We prioritise the safety and well-being of our employees and ensure a healthy work environment through comprehensive safety programs and risk management policies.
- **Community Engagement:** We actively engage with local communities, supporting their needs and fostering mutual benefit through partnerships, volunteer initiatives, and charitable contributions.
- **Diversity and Inclusion:** We foster a diverse and inclusive workplace where all employees are treated with respect and have equal opportunities for professional development and advancement.
- **Responsible Supply Chain:** We partner with suppliers committed to ethical labour practices, sustainability, and social responsibility.
- **Governance and Transparency:** We integrate CSR goals into our corporate governance framework and report regularly on our progress to stakeholders.

Our Commitments:

- **Environment:**
 - Reduce greenhouse gas emissions in accordance with our Carbon Reduce targets by using energy efficiency initiatives, renewable energy investments, and responsible waste management.
 - Implement sustainable procurement practices, prioritising recycled and low-impact materials.
 - Partner with environmental organisations to support biodiversity conservation and community environmental education.
- **Employees:**
 - Offer competitive compensation and benefits packages, along with professional development programs and career advancement opportunities.



- Promote a culture of diversity and inclusion through unconscious bias training and equal opportunity practices.
- Foster a healthy and safe work environment by implementing comprehensive safety protocols and providing mental health resources.
- Communities:
 - Invest local community initiatives and charitable giving.
 - Partner with local businesses and organisations to address community needs and create shared value.
 - Encourage employee volunteerism and support community engagement activities.
- Suppliers:
 - Develop a supplier code of conduct that reflects our CSR principles and collaborate with suppliers to implement responsible practices.
 - Conduct regular supplier audits to assess compliance with our code of conduct and identify areas for improvement.
- Transparency and Reporting:
 - Publish annual CSR reports detailing our progress against goals, challenges encountered, and future plans.
 - Establish open communication channels for stakeholders to provide feedback and engage in dialogue.

Implementation and Monitoring:

- Our Senior Management Team will be responsible for overseeing the implementation and monitoring of this policy.
- We will establish a dedicated CSR committee with representatives from various departments to ensure cross-functional collaboration and accountability.
- We will regularly review and update this policy to reflect evolving priorities and stakeholder expectations.

OCU believes that operating responsibly is not just an obligation, but also a critical driver of long-term success. By living up to the commitments outlined in this policy, we aim to be a positive force in the world, leaving a lasting legacy of sustainable and responsible business practices.

Michael Hughes
Chief Executive Officer

Date: 6th January 2025

(This Policy will be reviewed on an annual basis)