

Corporate Social Responsibility

OUR POLICY

Remsdaq recognises its corporate and social responsibilities to its shareholders, customers, suppliers, employees and other stakeholders and is committed to conducting business in a manner which achieves sustainable growth whilst fulfilling legal and moral obligations.

We aim to achieve our business objectives in a caring and responsible manner recognising the economic, social and environmental impacts of our activities.

OUR BUSINESS PRINCIPLES AND CODE OF ETHICS

We are committed to ensuring that our business is conducted in all respects according to the highest ethical and professional standards, taking into account legislation and customs in the countries and regions we operate in.

For further information see our [Quality Policy](#).

OUR ENVIRONMENT

We believe in the principle of caring for the environment and continually strive to incorporate environmental good practice into our workplace, taking a sustainable approach to waste management and minimising our use of resources across the business.

We are focussed on improving our energy efficiency, managing our waste responsibly and reducing our carbon emissions.

We accept that motor vehicles are responsible for significant emissions to the atmosphere and by reducing distances travelled we can benefit the environment, the health of our staff and the general public. Our policy to provide teleconferencing facilities to reduce the need for travel has significantly contributed towards this goal.

We are committed to working with our suppliers to understand where materials are sourced to ensure that the principals of environmental sustainability are upheld.

We have successfully integrated our environmental and business activities to design an organisation wide, effective and sustainable Environmental Management System (EMS) which is independently accredited to ISO14001.

For further information see our [Environmental Policy](#).

OUR SUPPLIERS

We regard suppliers as our partners and work with them in a fair and open manner to achieve our aspirations in the delivery of products and services.

Our reputation is very important to us and we will not knowingly do business with any organisation that does not share our commitment to dealing fairly and ethically.

For further information see our [Supplier and Subcontractor Code of Conduct](#).



OUR CUSTOMERS

We recognise that our business and livelihood depends upon our customers. Every employee is responsible for ensuring that customer contact is professional and appropriate. We aim to ensure that communications with our customers are clear and that they receive the highest levels of service and quality in our endeavour to provide products that are tailored to their varied needs.

OUR COMMUNITY

We endeavour to contribute to our local community through the support of community initiatives and local charities.

OUR WORKPLACE

We are committed to high standards of health and safety and recognise our duty to provide safe working conditions and the benefits of doing so. We aim for continuous improvement in health and safety performance through the use of robust and, where applicable, externally audited health and safety management systems.

For further information see the [Health and Safety Policy](#).

OUR PEOPLE

We respect and value the things that make our staff individuals and are committed to creating a culture of inclusion and diversity.

We provide equal opportunities to all existing and prospective employees, recognising that our reputation is dependent on the quality, effectiveness and skill base of our employees. We are committed to the fair and equitable treatment of all our employees and to specifically prohibit discrimination on the grounds of race, religion, sexual orientation, nationality or ethnic origin.

Opportunities are available to disabled persons in accordance with their abilities and aptitudes on equal terms with other employees.

We provide access to training for all staff to put them in the best position to do their job well and fulfil their potential.

For further information see our [Equal Opportunities Policy](#).

OUR POSITION ON MODERN SLAVERY AND HUMAN TRAFFICKING

We are committed to driving out acts of modern day slavery and human trafficking from our business and our supply chain as a whole.

We will not support or knowingly deal with any business involved in slavery or human trafficking. Checks are carried out on our supply chain via questionnaires and ongoing supplier evaluation audits.

Ray Colston
Managing Director

