

## Corporate Social Responsibility (CSR) Policy

**Company:** Connexion Developments Ltd

**Review Cycle:** Annual or upon significant business change

January 26

### 1. Purpose

Connexion Developments Ltd recognises that long-term commercial success is inseparable from responsible business practices. This Corporate Social Responsibility (CSR) Policy sets out our commitment to operating ethically, sustainably, and transparently, while positively contributing to our employees, customers, supply chain, wider society, and the environment. This policy provides an overarching framework that brings together our existing environmental, ethical, and compliance policies under a single statement of intent.

### 2. Scope

This policy applies to:

- All employees and directors of Connexion Developments Ltd
- Temporary staff, contractors, and agency workers
- Suppliers, manufacturers, and logistics partners acting on our behalf

We expect all stakeholders to uphold standards consistent with the principles outlined in this policy.

### 3. Our CSR Principles

Connexion Developments Ltd bases its CSR approach on five core principles:

1. **Environmental responsibility**
2. **Ethical and transparent business conduct**
3. **Responsible supply-chain management**
4. **Employee wellbeing and development**
5. **Positive contribution to society and local communities**

### 4. Environmental Responsibility

We are committed to minimising the environmental impact of our operations and supply chain.

Our commitments include:

- Operating an Environmental Management System certified to **ISO 14001:2015**
- Reducing waste through reuse, recycling, and responsible disposal
- Improving energy efficiency within our facilities and logistics operations
- Supporting low-energy and efficient product design where technically feasible
- Working with suppliers to reduce environmental impacts across product lifecycles
- Supporting customer requests for environmental and Scope 3 / WLCA data on a best-available basis

Environmental performance is reviewed regularly as part of our ISO management systems.

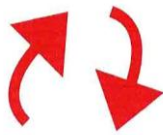
### 5. Ethical Business Conduct

Connexion Developments Ltd conducts all business activities with integrity, fairness, and professionalism.

We are committed to:

- Zero tolerance of bribery, corruption, or unethical behaviour
- Compliance with all applicable UK and international laws and regulations
- Transparent and honest communication with customers and partners
- Fair competition and responsible marketing practices

This commitment is supported by our Anti-Bribery, Anti-Corruption, and Code of Conduct policies.



## 6. Responsible Supply-Chain Management

We recognise our responsibility to ensure that products are sourced ethically and responsibly.

We commit to:

- Working only with suppliers that comply with applicable labour, safety, and environmental laws
- Prohibiting forced labour, child labour, and human trafficking in our supply chain
- Supporting fair working conditions and respect for human rights
- Encouraging suppliers to adopt recognised environmental and quality standards
- Maintaining traceability and transparency where reasonably practicable

This policy complements our Modern Slavery Statement and Sustainable & Ethical Procurement Policy.

## 7. Employee Wellbeing and Development

Our employees are fundamental to our success.

We are committed to:

- Providing a safe, respectful, and inclusive working environment
- Complying with all health and safety legislation and best practices
- Supporting training, skill development, and career progression
- Encouraging open communication and mutual respect
- Promoting work-life balance wherever operationally possible

Discrimination, harassment, or unfair treatment of any kind is not tolerated.

## 8. Community and Social Contribution

As a UK-based, family-run business, we value our role within the wider community.

Our approach includes:

- Supporting local businesses and service providers where feasible
- Acting responsibly toward customers and end users of our products
- Encouraging charitable and community engagement on a practical, proportionate basis
- Operating in a manner that reflects positively on the engineering and manufacturing sector

While we are not a large multinational organisation, we believe responsible conduct at every scale matters.

## 9. Governance, Monitoring, and Continuous Improvement

Responsibility for this CSR Policy rests with company directors and senior management.

We commit to:

- Reviewing this policy annually
- Monitoring compliance through existing ISO and internal review processes
- Updating commitments as legislation, standards, and business activities evolve
- Making this policy publicly available to ensure transparency

## 10. Policy Review

This policy will be reviewed at least annually or following significant changes to business operations, regulatory requirements, or stakeholder expectations.

Approved by:

Managing Director

For and on behalf of Connexion Developments Ltd