

## 1. SCOPE

This CSR Policy applies across all operations, business units, and subsidiaries of We-Mix Global Ltd. (“the Company”), including employees, contractors, suppliers, and business partners. It governs all corporate activities and interactions with stakeholders to ensure ethical, sustainable, and socially responsible business conduct.

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## 2. STANDARD OF BUSINESS CONDUCT

We-Mix Global Ltd. conducts business in accordance with rigorous ethical, professional, and legal standards. This includes compliance with:

- International trade and anti-corruption laws
  - UK & EU labour and employment legislation
  - ESG reporting and sustainability guidelines
  - ISO 26000 (Social Responsibility) and ISO 14001 / 9001 principles
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## 3. RESPONSIBILITY

- Senior Management: Ultimate accountability for implementation, monitoring, and continuous improvement of CSR commitments.
  - All Employees: Responsible for integrating CSR principles into daily work and operations.
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## 4. EMPLOYEE DEVELOPMENT & FAIR EMPLOYMENT

We-Mix Global Ltd. is committed to:

- Creating a competitive, inclusive, and fair workplace
  - Providing training, development, and career advancement opportunities
  - Recognising and rewarding performance and contribution in a transparent manner
  - Ensuring accessibility for employees with disabilities, with reasonable accommodations
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## 5. LABOUR AND EMPLOYMENT LAW COMPLIANCE

We-Mix Global Ltd. will fully comply with all relevant employment legislation in jurisdictions of operation, including:

- National minimum wage regulations
- Working time directives
- Health & safety regulations
- Child labour and forced labour laws

Compliance extends to subsidiaries, contractors, and supply chain partners.

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## 6. CUSTOMER RELATIONS

Employees must maintain professionalism, integrity, and transparency in all interactions with:

- Customers
- Suppliers
- Regulators
- The general public

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Customer satisfaction and trust are central to corporate reputation and ESG performance.

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## 7. SUPPLIER ENGAGEMENT

Suppliers are treated as partners to achieve:

- Transparent and ethical supply chains
  - Compliance with CSR standards, including ESG and anti-slavery practices
  - Continuous improvement in quality, efficiency, and sustainability
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## 8. EQUALITY, DIVERSITY & INCLUSION

We-Mix Global Ltd. is committed to eliminating discrimination and promoting diversity:

- Equal employment opportunities regardless of gender, race, ethnicity, religion, sexual orientation, disability, or age
  - Zero tolerance for harassment, bullying, or intimidation
  - Accessible career progression and training opportunities
  - Periodic review of policies to ensure fairness and compliance
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## 9. HEALTH, SAFETY & WELLBEING

We-Mix Global Ltd. provides a safe working environment, ensuring:

- Protection of employees, contractors, and visitors from foreseeable hazards
  - Compliance with health & safety regulations in all operational jurisdictions
  - Continuous monitoring and improvement of safety protocols
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## 10. ENVIRONMENTAL SUSTAINABILITY

We-Mix Global Ltd. commits to:

- Minimising environmental impacts across operations and supply chains
  - Reducing waste, promoting recycling, and reusing materials wherever possible
  - Efficient use of natural resources and energy
  - Supporting renewable energy solutions and sustainable technology investments
  - Compliance with environmental legislation and international ESG standards
  - Collaborating with stakeholders to promote environmental responsibility
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## 11. HUMAN RIGHTS & MODERN SLAVERY

We-Mix Global Ltd. upholds the Universal Declaration of Human Rights (1948) and the UK Modern Slavery Act 2015:

- Zero tolerance for forced labour, human trafficking, or slavery
  - Compliance throughout the supply chain and corporate operations
  - Expectations that suppliers, contractors, and partners adhere to ethical labour practices
  - Protection of fundamental human rights for all employees, contractors, and affected stakeholders
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## 12. ETHICAL PROCUREMENT & SUPPLY CHAIN

Procurement practices ensure:

- Ethical, transparent, and competitive tendering
  - Evaluation based on quality, cost, and sustainability
  - Encouragement of small, medium, and local enterprises
  - Monitoring supplier performance for compliance with CSR, ESG, and legal obligations
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## 13. COMMUNITY ENGAGEMENT

We-Mix Global Ltd. supports local communities and social initiatives by:

- Collaborating on sustainable development projects
- Encouraging employee volunteerism
- Supporting educational, environmental, and public health initiatives

*Example:* Sustainable waste management campaigns and local environmental projects.

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## 14. ENERGY & RESOURCE EFFICIENCY

- Commitment to sustainable energy solutions and efficient resource use
  - Investment in renewable energy infrastructure (e.g., solar panels, energy-efficient vehicles)
  - Tracking and reporting energy consumption and carbon footprint
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## 15. ACCOUNTABILITY & MONITORING

- The Board of Directors is ultimately accountable for CSR compliance
  - Senior management monitors and audits CSR performance across the Company and supply chains
  - Employees and partners are responsible for adherence to CSR principles
  - Policy is reviewed annually or sooner if operational or regulatory changes occur
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## 16. APPROVAL

Signed on behalf of We-Mix Global Ltd.



Managing Director

Date: 01/09/2024