

## Corporate Social Responsibility

As an innovative electronics company, Plessey Semiconductors Limited understands that its duties go beyond meeting its immediate customers' needs and that responsibilities extend over a range of stakeholders, including:

### Customers

We will be open and honest with our customers.  
We recognise that Plessey's success can only be built on our customers' success.

### Employees

We provide a safe working environment for our employees. Our working practices and their impact on employees are independently assessed. Plessey is certified to the ISO45001:2018 standard.

We will treat our employees fairly and provide training, reasonable working hours and fair pay.  
We will not employ child labour.  
We will not discriminate on any grounds.  
We have a "Your Voice" forum at which all employees are represented.  
We have recognised and work with the employee collective bargaining unit.

### The Local Community

We work with the local community to ensure that our activities do not impact their quality of life.  
We support local organisations and institutions by means of charitable donations, deploying the skills of our employees to support local projects and provide work placement for young people at school or university.

### Suppliers

We will not use any suppliers who employ child labour, slave labour or knowingly harm the environment.  
We will not knowingly use conflict metals, illegally sourced from the Democratic Republic of the Congo.

In going about its activities Plessey recognises the need to:

### Trade Ethically

We will not offer bribes or accept bribes to gain business or an unfair advantage in any of our activities.

### Protect the Environment

We operate in a manner to minimise the consumption of resources.  
We have annual energy consumption targets and waste reduction programmes.  
Plessey is independently assessed and certified to the ISO14001:2015 standard.

### Comply with UK and European legislation and alignment to International Conventions

We have processes in place to review applicable law and to audit compliance with them.  
We strive to align our activities to international conventions.

Endorsed by



Date 25.08.2023

Chief Executive Officer