

ENVIRONMENTAL RESPONSIBILITY FAIR EMPLOYER AND PARTNER

INTRODUCTION

At Ementelle, we are committed to creating innovative products and serving our customers in the best possible way. We apply that same commitment to how we approach our environmental responsibility.

As a global company, we appreciate that we must look after our planet. We work tirelessly to reduce our impact on climate change by researching into new, more environmentally friendly materials, reducing our waste, sustaining resources and operating as a fair employer and partner. We call this the **Ementelle Sustainability Plan**.

As part of this plan, we are committed to being an ethical, people-friendly company who works fairly with partners, the local community and support local organisations.

Ementelle Code of Conduct

We are continuing to develop our Code of Conduct as an effective means of promoting industry-leading ethics across the company.

Living Wage

We are developing the concept of living wage as opposed to minimum wage, and implementing a process of productivity improvements whereby workers living in the least developed countries have the opportunity to earn a living wage.

Working with the Local Community

We are developing more schemes to recycle scrap by sending it on for local businesses to use.

Sponsorship

We are reviewing the viability of sponsoring local schools in order to build ties with the local community, and raise awareness to future employees.

Employee Training

We are developing training programmes for current and new employees.

Employee Feedback

We are establishing a feedback programme for employees to communicate their opinions on a range of topics.

Group Health and Safety Reporting

We are developing a group wide, standard reporting platform, enabling us to compare and improve standards.

Employee Safety and Accident Prevention

We are introducing programmes to enhance employee safety, working towards a zero accident culture.

Staff Turnover

We are aiming to reduce staff turnover in Emtelle factories by 25% by the end of 2017.

Employee Attendance

We are aiming to improve employee attendance in the Emtelle factories by 25% by the end of 2017.

Sustainability Plan Champions

We will select and train a sustainability champion in every factory and office by the end of 2015.

This champion will be responsible for overseeing the company's sustainability progress in their allocated location, helping employees with issues relating to sustainability.

Sustainability Plan Meetings

We will organise a schedule of sustainability meetings in order to ensure an accurate and consistent message continues to be communicated throughout the company.

Intranet Communication

We will establish communications through Emtelle's internal communication system, *Emtintranet*. Through this, we will allow all employees to easily access the sustainability goals and targets of the company.

Marketing

We intend on launching a marketing campaign by the end of 2016, supporting the sustainability plan and encouraging all employees and interested parties to participate in the plan.

ENGAGE. LISTEN. INNOVATE. DELIVER.

For more information on our environmental policy please contact:

Emtelle UK Limited, Haughhead, Hawick, TD9 8LF
Phone +44 (0) 1450-364000 www.emtelle.com