



Hubergroup UK Ltd.

Corporate Social Responsibility Policy

Our CSR Commitment

Our high quality products and services help to ensure that businesses across the UK and the rest of the world can depend on safe, efficient management of the Blending and distribution of printing inks, varnishes, coatings and fountain solutions

At **huber**group UK Ltd. we recognise that everything we do contributes to these extremely important outcomes, so we are committed to challenging ourselves against a number of standards and policies to ensure we are exceeding our legal, moral and corporate obligations to all; our customers and suppliers, local and wider communities, our employees, and the environment.

As well as our policies, we believe in maintaining a strong set of values, which define the culture of our business and how we interact with others:

CONNECTED – “Being connected” – to us that means taking a genuine interest in our customer’s situation and being easily available for them at any time. hubergroup employees around the world work together closely to find the best possible solution for our customers. Through this international cooperation, we have also learnt to value intercultural differences and to integrate them positively into our work.

COURAGEOUS – Going one step further to develop new solutions and services is in our DNA. We act with self-confidence and make courageous but well-thought-out decisions. We push past our limits because that is the only way that we can continue to develop market innovations.

CURIOS & CREATIVE – Using our creativity to create unique ideas – that defines us. It is only by taking new approaches that we are able to develop unique solutions for our customers and, at the same time, tap into new fields of business. Even if not everything works right away, we are not afraid to make mistakes, instead we look forward to finding out each time where these ideas will take us.

These values underpin our commitments to our stakeholders, and ensure that all of us at **huber**group UK Ltd. can continue to be proud of our ethical, responsible and sustainable business.

The policies which contribute to our corporate social responsibility commitment are:

- Health & Safety, Environmental and Quality Policy Statement
- Our People Policy
- Ethical Trading Policy
- Modern Slavery Policy



Andrew Pike
Managing Director UK

Health & Safety, Environmental and Quality Policy Statement

hubergroup UK Ltd, are committed to ensuring that health and safety is at the very top of our agenda in all of our activities. We are committed to continually improving the efficiency and effectiveness of our business processes and management systems for the **Blending and distribution of printing inks, varnishes, coatings and fountain solutions** and committed by adopting and promoting environmental good practices throughout our business in order to operate in a sustainable manner.

OUR COMMITMENT

- Maintain, as a minimum requirement, the BS EN ISO 9001, 14001 & 45001, EuPIA GMP Management Systems as the framework on which to continually improve our performance.
- Review the details of this Policy on an annual basis and/or in line with regulatory and legislative changes.
- Comply with, or exceed the requirements of all relevant legislation and codes of practice and compliance obligations
- Establish, publish and communicate specific, additional annual Health and Safety, Environmental & Quality objectives which are realistic and measurable
- Ensure the effective implementation of policies and procedures by providing appropriate information and training to our employees and encouraging their participation in business improvement activities
- Active support and participation in the creation of a positive health and safety culture at all levels within the Company, particularly at Senior Management level.
- Maintain safe and healthy working places and systems of work and to protect all employees and others, in so far as they come into contact with foreseeable work hazards.
- Provide and maintain a safe and healthy working environment for all employees with adequate facilities and arrangements for their welfare
- Provide all employees with the information, instruction, training and supervision that they require to work safely and efficiently, and methods to assure employees understand and retain the knowledge
- Develop safety awareness amongst all employees and, as a result of this, create individual responsibility for health and safety at all levels
- Encourage full and effective two-way involvement and consultation on health and safety matters at all levels in the Company by utilising the management structure of the Company and the committee already existing
- To comply with product quality standards, approvals and other requirements relevant to our customers and consistent with the requirements of our business.
- Work in partnership with our suppliers to promote effective supply chain management to ensure purchased products and services are delivered on time and to the correct specification
- Protect the environment by preventing pollution arising from our own activities and promoting activities that help mitigate the effects of climate change.
- Becoming the leading environmentally credible ink

OUR VISION

We work with our customers, our employees and our suppliers to challenge and overcome established convention by solution-based thinking stretching beyond current boundaries.

OUR MISSION

We talk to our customers and work together to find solutions.

Our family-like company culture is a real strength and shapes our ideas and actions.

We contribute to the success of our customers because we achieve more than expected from a printing inks and chemicals manufacturer.

Our people are extremely important to us and create the culture that drives our business. We endeavour to employ people with enthusiasm, passion and commitment and our pledge to the people that deliver these behaviours, is to connect, communicate, invest, develop, support, recognise and invest in return.

Our People Policy

We believe that championing equality and diversity, and investing in welfare and development are the keys to creating a workplace that our people feel proud of, where they feel valued and empowered to give their best at all times.

OUR COMMITMENT

- Provide every employee with a handbook which clearly sets our standards of behaviour, company rules, conditions, policies and procedures
- Give equal treatment to all current and potential employees, regardless of sex, race, disability, sexual orientation, religion or belief, age, gender assignment, marriage or civil partnership, pregnancy and maternity or paternity
- Provide suitable training and development opportunities and support
- Provide a framework for regular employee reviews with their line manager
- Provide suitable working environments in accordance with our health and safety policies
- Take a “zero tolerance” approach to dealing with bullying and harassment in the workplace
- Maintain and enforce robust disciplinary procedures to ensure the fair treatment of all employees
- Maintain robust procedures with regard to grievances and whistleblowing, and promote the appropriate use of such procedures in an open and fair manner
- Provide appropriate remuneration and benefits for every employee
- Provide appropriate support for employees suffering from medical conditions, and assist with managing their return to work
- Ensure all employees are aware of their responsibilities with regard to health, safety, quality, environment and all other procedures
- Provide training for managers to ensure that all employees are treated fairly and in accordance with the company’s policies
- Comply with both the spirit and the letter of all relevant employment law
- Ensure that the company values are understood and adopted by all

OUR VALUES

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Ethical Trading

hubergroup UK Ltd. declare compliance with the ETI Base Code. The main points of which are detailed below:



Employment is freely chosen



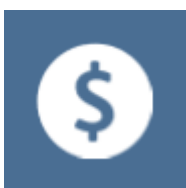
Freedom of association and the right to collective bargaining are respected



Working conditions are safe and hygienic



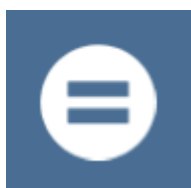
Child labour shall not be used



Living wages are paid



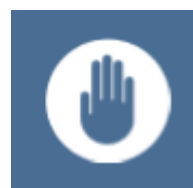
Working hours are not excessive



No discrimination is practised



Regular employment is provided



No harsh or inhumane treatment is allowed

The provisions of this code constitute minimum and not maximum standards, and this code should not be used to prevent companies from exceeding these standards. Companies applying this code are expected to comply with national and other applicable law and, where the provision of law and this Base Code addresses the same subject, to apply that provision which affords the greater protection.

This is communicated and supported throughout our Code of Conduct and the Company Handbook on ethical principles and practices.

hubergroup UK Ltd. would expect all of our suppliers to also adhere to the nine principles of the ETI Base Code.

Modern Slavery

hubergroup UK Ltd. do not tolerate any form of modern slavery or human trafficking within our own operations. We are also committed to protecting communities and individuals from the crime of modern slavery anywhere within our supply chain.

OUR COMMITMENT

- Continually evolve processes throughout our organisation that prevent the use of slavery or human trafficking, either in our own operations or across our supply chain
- Regularly review and assess the degree of risk to individuals and communities in each of our operational areas from modern slavery
- Identify and implement any steps required to prevent risks from impacting our employees or any other people connected with our supply chain
- Comply with our corporate obligations under the Modern Slavery Act 2015

If you have any questions regarding this, then our Compliance department will be pleased to assist you.

We ask you to report potential compliance violations, so that they can be investigated and the necessary action can be taken.

<https://www.hubergroup.com/uk/en/compliance>