



# Corporate Social Responsibility Policy

## Overview

It is the policy of Sun Traffic Ltd to recognise and integrate our business values to meet the needs and expectations of all stakeholders actively involved in and/or affected by our operations.

These include:

- customers
- employees
- suppliers
- regulatory bodies
- the community

It is our principal aim to achieve a high level of business performance while minimising risk to all stakeholders and the environment.

## Our Partnerships

Our social, economic and environmental responsibilities to the above are central to the ethos and operation of our business. It is our aim to actively demonstrate these responsibilities through our actions and policies.

In order to operate in a manner that will safeguard against unfair and immoral business practices, we shall –

- uphold the values of honesty, transparency, cooperation and fairness with our stakeholders
- set out the agreed terms, conditions and basis of our relationship within our contracts and upon request
- encourage suppliers and contractors to adopt similarly responsible business policies and practices for the mutual benefit of all
- actively encourage and practice non-discrimination against local and smaller suppliers

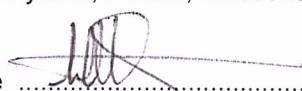
Feedback from stakeholders, both written and verbal is encouraged and treated seriously. We shall record and address customer complaints with a view to achieving a swift and acceptable resolution for all parties concerned.

Our Directors are responsible for the implementation of this policy, and will facilitate the resources necessary in order to enable its realisation and improvement. It is the responsibility of all employers and employees at Sun Traffic Ltd to ensure its adherence and encourage its improvement.

## Our employees

We shall maintain, or provide our employees with –

- a clean, healthy and safe working environment
- a transparent and equitable system of employee remuneration
- clear and reasonable terms of employment
- resources to enable personal continual development
- appropriate forums for employee consultation and business involvement
- an equal opportunities policy for all current and future employees – regardless of age, sex, religion, physical disability, political beliefs and sexual orientation
- an anti-harassment policy to ensure that all employees – regardless of age, sex, religion, physical disability, political beliefs and sexual orientation – are treated with respect and protected from physical, mental, emotional or sexual harassment

Signature  ..... Date 25/7/19 .....

Position DIRECTOR .....

The policy is reviewed on a periodic basis