

Corporate Responsibility Policy

Wintwire Ltd is a manufacturer and supplier of speciality wires supplying products that play a crucial role for our customers in industries such as textile, nuclear, medical, oil and gas, aerospace, architecture, fabrication, and automotive. The company has a friendly, supportive atmosphere with a reputation for quality and innovation. Wintwire is a progressive organisation which always encourages best practice.

Wintwire recognises that its duties extend beyond meeting the immediate needs of customers and that our responsibilities cover a range of stakeholders including customers, employees, suppliers, and the local community. In going about our daily activities, we know that we must trade ethically, protect the environment, and comply with UK and European Union laws as well as international conventions.

The overall business objective includes meeting our social responsibilities and reducing the effect our business has on the environment.

Wintwire has systems and procedures in place to ensure that we meet our corporate responsibilities, these are addressed at our monthly management review which sits in line with our ISO 9001 accreditation. Objectives are set and reviewed to ensure the company is continuously developing, improving, and maintaining our responsibilities.

Wintwire has a particular key focus in the following areas:

- **CUSTOMERS**

First and foremost, we are open and honest with our customers. Our products meet the requirements defined within customer specifications, order acknowledgements and production standards.

- **SUPPLIERS**

Our Supplier Approval and Assessment Processes are there to ensure all our suppliers source materials, manufacture and transport Wintwire products in a safe and responsible manner. We encourage compliance with the laws, rules and regulations of the countries in which our suppliers operate. This includes areas such as labour and human rights, health and safety, environmental impact, ethics, and management commitment.

- **EMPLOYEES**

We provide a safe working environment for our employees and everyone working at or visiting our site. Our health and safety management systems are 3rd party approved and monitored to ensure pure transparency and validity; our key areas of focus are to:

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- Never employ child labour.
- Treat our employees fairly, provide reasonable working hours and fair pay.
- Never discriminate on any grounds.
- Train our employees so that they can meet the standards that we require.

- **THE LOCAL COMMUNITY**

We work with the local community to ensure that our activities have no detrimental impact on people's quality of life. We support local registered charities with charitable donations by both employees and the company. Wintwire offers work placement opportunities for young people in local schools and at university. In the past we have also presented the company at university level for the benefit of students studying business whilst also taking part in mock interviews at the local school to give back to the local community.

- **TRADING ETHICALLY**

We will not offer bribes or incentives to gain business or an unfair advantage in any of our activities and this applies equally to our employees and official representatives.

We will not accept bribes in an attempt by any other organisation to gain favour.

- **PROTECTING THE ENVIRONMENT**

During the monthly management reviews the senior management team discuss waste and environment effects and changes. This is then rolled out into a general environmental awareness meeting with all employees to help raise awareness of potential impacts on the environment.

- **PURCHASE OF MATERIALS**

We purchase materials from pre-approved suppliers who are all working to ensure that the 3TG minerals contained in our product did not directly or indirectly finance or benefit armed groups in the DRC, Angola, Burundi, Central African Republic, Congo Republic, Rwanda, Sudan, Tanzania, Uganda and Zambia. "DRC Conflict Free" may also be used to describe products containing 3TG minerals from recycled or scrap sources and ensures conflict free minerals at all times.

Approved by: Ben Turner (Managing Director)

Effective from: 3rd June 2019