

## **UNITED MERCHANTS plc**

# **CORPORATE SOCIAL RESPONSIBILITY STATEMENT**

### **OBJECTIVE**

To ensure we maintain our outstanding company reputation and ensure we comply with relevant legislation and regulations, we continually aim to develop the business operations to meet today's business challenges without compromising the needs of future generations. We strive to improve the performance of Unimer and to create further value by adopting business sustainability practises that integrate economic, environmental and social management.

Our business success will be achieved by recognition and management of the following areas of social impact:

### **EMPLOYMENT**

Developing the potential of our people and caring for their welfare is vital to the success of Unimer. We provide equal opportunities and are committed to the principle of equality regardless of race, colour, ethnic or national origin, religious belief, political opinion or affiliation, sex, marital status, sexual orientation, gender reassignment, age or disability. We will apply employment policies that are fair, equitable and consistent with the skills and abilities of our employees and the needs of the business. We will not condone any discriminatory act or attitude in the conduct of our business with the public or our employees.

We will promote and maintain policies on health and safety that encourage best practice. Our health & safety policies will ensure that all employees work in a healthy and safe environment,

### **ENVIRONMENT**

We aim to identify and minimise the impact of our business operations and the services we provide, on the quality of land, air, water and the eco-systems that make up the environment. We will comply with current environmental legislation and, where appropriate, act in anticipation of future requirements.

We will look to all of our suppliers to attain an equivalent level of social and environmental awareness and management.

### **HUMAN RIGHTS**

We will work to uphold basic human rights wherever the company operates and where our suppliers and members operate. We believe that treating all our workers

with dignity and providing fair and just rewards for their work is critical to promoting a loyal and effective workforce. Similarly, the respect of human rights is critical to the development and maintenance of effective relationships with the communities in which we operate.

## COMMUNITIES

We want to succeed as a business in alliance with the communities in which we operate, and will therefore support and involve the company in those communities. Our goal is therefore to make a positive social impact in every area that we work.

## BUSINESS RELATIONSHIPS

In conducting our business activities, we are committed to behaving with honesty and integrity, and seek to treat suppliers and contractors with fairness and with courtesy, and encourage them to work to Unimer's standards. We will also be transparent and maintain absolute integrity in all our commercial dealings with our business partners.

10/10/2007