



# Corporate Social Responsibility Statement



# Introduction

The policy of the Board of Directors of Stormking Plastics Ltd is that the company will act as a good corporate citizen in all the countries, in which the Group operates. In order to achieve this, the Company will observe the following detailed policies, which are based on "The OECD Guidelines for Multinational Enterprises".

## General

The Company observes the laws and regulations of the countries, in which it operates. In addition it will:

- Contribute to economic, social and environmental progress to achieve sustainable development;
- Respect the human rights of those affected by their activities;
- Encourage human capital formation by providing training opportunities for employees;
- Avoid dealings with organisations suspected of corruption
- Promote employee awareness of and compliance with Group policies;
- Encourage business partners including suppliers and subcontractors to apply principles of corporate conduct compatible with the Guidelines;



- Abstain from any improper involvement in political activities.

## Employment and Industrial Relations

The company will:

- Respect the right of employees to be represented by trade unions or other representative organizations and engage in constructive negotiation to reach agreement on employment conditions;
- Not discriminate between employees or potential employees with disabilities or on grounds of age, race, colour, sex, religion, political belief, national extraction or social origin and to offer the same employment opportunities, training, career development and promotion prospects to all;
- Promote consultation and co-operation between employers and employees and their representatives on matters of mutual concern;
- Provide information to employees and their representatives on issues relevant to them as well as information on the performance of the Company as a whole;
- Take adequate steps to ensure occupational health and safety in all our operations.

## How We Work

- We operate with honesty and integrity in all areas of our work.
- We are open and transparent in making decisions and undertaking manufacturing activities; if we cannot be, we explain why.
- We work independently of external pressure but are alert to the possibility of internal partiality.
- We work to the standards of UK legislation wherever we are, unless local standards are more stringent.
- We disclose conflicts of interest and actively manage them.
- The impacts of our decisions and work on the natural environment, on people and animal welfare, are assessed and minimised

**The intellectual contributions of others are always respected, acknowledged and honoured.**

The Company will always act in accordance with fair business, marketing and advertising practices and ensure the safety and quality of goods provided to consumers. In addition it should:

- Ensure that products meet all agreed and legally required standards for consumer health and safety;
- Provide accurate and clear information on content, safe use, maintenance, storage and disposal;
- Address and resolve consumer complaints.





## **ANTI BRIBERY POLICY**

Stormking Plastics strives to undertake its business fairly with honesty and transparency. This must be reflected in every aspect of our business affairs.

The action and conduct of Stormking Plastics' officers, directors and employees (collectively Stormking Plastics personnel) as well as others action on Stormking Plastics' behalf are essential to maintaining these standards. To that end, all Stormking Plastics personnel, including agents, consultants and contractors as well as suppliers involved in Stormking Plastics' business must read, become familiar and comply with this Anti Bribery Policy and the Gifts and Entertainment Policy.

### **Compliance with Anti-Bribery Laws**

It is Stormking Plastics' policy to comply with all laws, rules and regulations governing anti bribery and corruption law, in all the countries which we operate. Stormking Plastics has a zero tolerance approach to acts of Bribery and corruption, by employees or anyone acting on our behalf. Any breach of this policy will be regarded as a serious matter by the company of which is likely to result in disciplinary action.

Under UK law (UK Bribery Act 2010), bribery and corruption is punishable for individuals by up to ten years imprisonment. If the company is found to have taken part in the corruption or lacks adequate procedures to prevent Bribery, it could face an unlimited fine and, be excluded from tendering for Government contracts and face untold damage to its reputation.

The payment or offer to pay bribes, or provisions of, or offer to provide gifts or anything of value for improper purposes to obtain or retain business or any other benefit, (whether for Stormking Plastics or any other party) is prohibited. Such payments or gifts are also forbidden under the terms of this policy and may result in immediate dismissal for those involved in their payment or receipt.

Stormking Plastics is required to keep financial records and to have appropriate internal controls in place which will evidence the business reason for making payment to third parties

### **Application of the policy**

This policy applies to individual employees, agents, sponsors, intermediaries, consultants or any other people or bodies associated with Stormking Plastics or any of its subsidiaries and employees. Bribery is committed when an inducement or reward is provided, in order to gain any commercial, contractual, regulatory or personal advantage for Stormking Plastics or another party.

No bribes of any sort may be paid or accepted from customers, suppliers, politicians, government advisors or representative's private person or company. It is not permitted to establish accounts or internal

### **Employee Responsibility**

The presentation, detection and reporting of bribery is the responsibility of all employees throughout the company.

### **Reporting incidents of Bribery and Corruption**

If you become aware that an activity or conduct which has taken place which you suspect is a bribe (or corrupt) you have a duty to report this. Any such incidents should be reported to your Super-

### **Contact**

For further clarification or additional information please contact Paul Wilkinson on **01827 311100** or **07825 180651** E-mail: paul.wilkinson.stormking@live.co.uk.

# Environment

**Stormking Plastics Ltd are committed to the responsible purchasing of forest products and its long-term intention is to source all forest products that it purchases or specifies, from well-managed forests which have been certified to credible certification standards.**

## Environmental Policy

Our commitment to the environment is guided by our environmental policy, developed with customer requirements and legislation in mind.

This Policy applies to all sites, personnel and operations. Information is provided to employees on notice boards/memos and to customers when requested.

Stormking Plastics regularly reviews environmental legislation relevant to our environmental aspects, activities, products and services, ensuring continual compliance.

Stormking Plastics exercise due care in waste disposal produced as a result of company activities, developing plans to reduce waste, and increase efficiency. In relationships with our customers and suppliers, we are taking practical steps to prevent pollution and to reduce energy consumption and waste. Stormking Plastics encourage reuse of material wherever feasible, when it does not compromise our product or service.

Stormking Plastics aim to reduce our impact on the environment and implement environmentally responsible policies/products throughout our operations. We understand the importance of integrating good environmental practices into management and strategic planning.

Gary King  
Managing Director

This Environmental Policy statement is displayed on Company notice boards, and a copy is given to new employees. It is reviewed annually and updated as appropriate.

### **It is Stormking Plastics Ltd's intention not to knowingly source forest products from:**

Forests or forest product suppliers that do not comply with all relevant national and international legislation relating to the trade in forest products.

High conservation value forests where these are recognised nationally or regionally, unless these forests are progressing towards credible forest certification in a time-limited, step-by-step and transparent manner.

Protected areas, parks or similar areas where harvesting operations are not complimentary to responsible forest management.

Forests which are currently being converted to other land uses, or forests that have been converted since 1994.

Forests which are in areas of armed conflict or civil unrest where there is a direct relationship between the forest products trade and the funding of such conflicts.

### **To ensure that these goals are achieved, Stormking Plastics Ltd will:**

Scrutinise all suppliers of forest products for all purchases of goods for resale, not-for resale and in all new construction activities.

Seek information as to the source of all forest products.

Evaluate this information against our stated policy.

Continuously improve the level of compliance against these policies, with annual reviews, reports and actions agreed with its suppliers.

Work with and encourage suppliers and forest sources who are actively engaged in a process of time-limited, transparent, step-by-step commitment to credible certification (such as WWF Producer Group members)

Work with key stakeholders to ensure that best practice is followed.

Stormking Plastics Ltd endeavor to abide by all local, state and national laws and international conventions (including but not limited to Convention on International Trade in Endangered Species of Wild Fauna and Flora, World Heritage Convention, and the Convention on Biological Diversity) as well as moratoria on logging, declarations of protected areas, forestry laws, environmental protection legislation, as well as labour and social laws.

It is Stormking Plastics Ltd's intention not to knowingly become involved in, collude with or purchase timber from illegal logging operations. We will work with our supply chain to ensure that all forest products originate from forests where there is full legal and verifiable title to the land, and the harvester has all relevant and current permits and approvals; ensuring products are extracted with full authorisation of those holding rights to the land or forest resources, and with the required authorizations, permits and approvals from all relevant government agencies.

This Policy represents Stormking Plastics Ltd commitment to the phasing-out of all illegally harvested wood and wood not independently certified and to increasing the proportion of forest products that originate from known, legal and credibly certified, well managed forests.



# Environment & Recycling



Stormking Plastics has long considered the impact of industry in general on the environment.

Frustrated by the high costs of re-cycling until recently, Stormking has now been able to follow its desires and make significant changes to the way most of its by-products are treated.

To ignore what happens to waste and manufacturing by-products is no longer acceptable in today's age and the thought of non-recycled waste going to landfill is against our principles. After all why should we bury things in the ground for our Grandchildren to have to worry about?

In the last twelve months we have joined forces with a major Waste Management company, SITA Waste and have been able to successfully recycle an impressive list of elements some of which are detailed as follows.

**Paper** – All Offices and Factories can't do without paper, even in this "Hi-Tech" age of computers many documents, faxes, circulars and junk mail still get generated. But now they end up in our re-cycling boxes. These are collected on a monthly basis and are transferred to a sorting centre in Birmingham where the bailed paper is then sent for remanufacture into products such as toilet tissue.

We have just embarked on e-mailing our invoices to save generating paper.

**Cardboard** – Mainly from packaging and the centres of our Fibreglass Mat rolls is collected in purpose made bins and de-canted into a 40 cubic metre skip, which in turn goes to a re-cycling centre Managed by SITA Waste and is sent off for mulching and reprocessing into paper.



**Timber** – All our timber products are purchased in accordance with our Forest Products Purchasing Policy in support of the Forest Stewardship Council (FSC's) forest certification system. Off-

## Helping to minimise our impact on the environment

cuts from our Truss manufacture, Plywood and even broken pallets are re-cycled.

**Metal** – If we can't reuse standard sections of steel stock used in the construction of some of the larger products we make then it is collected and sent for re-cycling. Flat Lead sheet also used in the manufacture of over 650 new bespoke Paterns each year and also the off-cuts from our Dormer flashing is collected and re-cycled

**Acetone** – Used in the cleaning of Resin brushes and rollers is re-cycled by distillation on each of our sites, recovering at least 50% by volume each time. The process is only topped up by "virgin" acetone when it becomes depleted.

**Oil** – From the Compressors used to supply air to our tools on each production site is recovered and taken by the Service Engineers to a re-cycling bank



**Recplast** – In its original form is a "Plastic Wood" that we make many thousands of Gallows Brackets and Posts to support our window and door Canopies. This starts life as re-cycled Polystyrene packaging material typical of the packaging around consumer goods and is turned into the Wood "alternative" we use. Even the off-cuts and waste from our processes gets returned to the manufacturer for re-grinding.

All our timber products are purchased in accordance with our Forest Products Purchasing Policy in support of the Forest Stewardship Council (FSC's) forest certification system.

Polythene - has more recently been successfully added to the re-cycling program.

**Energy** – Gas, Water and Electricity used in our manufacturing process is monitored on a weekly basis. "Dusk-till-dawn" controllers switch even the exterior lighting at our Head Office. New air compressors purchased recently are the variable type that have a "soft-start" and ramp up and down with demand saving valuable energy.

Our newly installed Gas heating system at our Silica Road Injection facility is of the latest "Direct Flame" design which does not rely on raising the temperature of a heat exchanger before delivering heat. The process is said to be 100% efficient.

## Environmental Impact of Glass Reinforced Polymer (GRP)

### Introduction

Glass Reinforced Fibre (GRP) has an extremely good environmental profile; much less energy is used to produce it compared to many other roofing materials and our recent technological advances in manufacturing techniques have dramatically reduced the amount of waste created during the manufacturing process.

### Materials Used

GRP for GRP Dormer Windows / Canopy's is made of from 65 to 85% glass fibres and 15 to 35% resin. Silica sand is melted and spun into glass fibres. The resin is a thermoset polyester which is a petroleum-based alkide containing styrene, glycols, and acids. The foam insulation when used is expanded polystyrene.

### Resource Depletion

The raw material reserves for silica sand are very large at present and are not expected to be exhausted. Quality control concerns in the production of glass fibre presently preclude the use of recycled fibre and waste is not recycled into the process though these options are being investigated.

The raw material for Resin reserves are based on the limits of petroleum products. The amount of petroleum is relatively small and contributes to a durable product that has a long life and energy efficiency not available from other products.

The polystyrene insulation is a petroleum product and, as mentioned above, has reserves based on the limits of petroleum. Again, a durable insulation is produced that has advantages in energy use reduction during the life of the window / canopy compared to other products.

Traditional build windows / canopy's require a large quantity of timber, placing a strain on ancient forests and lead sheet which is mined producing large amounts of waste because the ore is only a small fraction of the total volume of the mined material and then processed.

Metal smelting and refining produce gaseous (CO<sub>2</sub>, SO<sub>2</sub>, NO<sub>x</sub>, etc.) and particulate matter emissions, sewage waters, and solid wastes. Soil contamination with trace metals is considered a serious problem related to smelting; however, mining and smelting are not main sources of global metal input into soils.

### Emissions During Manufacture

Glass fibre production is said to be a closed process, with few emissions escaping to the environment. Resin manufacture is also said to be a closed process, with very few emissions to the environment. There is a chemical risk from the resins but it is minimal.

### Ozone Depletion

There are no ozone-depleting chemicals used in the manufacture of GRP Dormer Windows / Canopy's. The expanded polystyrene, however, uses pentane (approximately 7% by volume) as a blowing agent (a greenhouse gas).