

## Corporate Social Responsibility policy

The objective of this policy is to provide minimum standards for managing risks and opportunities relating to the conduct of Corporate Social Responsibility (CSR) by Mettis Aerospace to support the achievement of our vision.

Mettis Aerospace is committed to its vision of CSR to act responsibly in the long term in how our business trades. The CSR policy reflects senior management's attitude toward integrity and high ethical values and framework for our activities.

The CSR covers a broad spectrum of activities; the management of relations with employees, customers, suppliers, stakeholders and the community as well as the management of performance in respect of the environment, human rights and diversity, all underpinned by adherence to good business practices.

### Corporate responsibility policy

Mettis Aerospace recognises that as a modern, global business we are aware of, and are responsible for, the impacts upon society and the environment that arise through the provision of our products and services. Mettis Aerospace takes corporate social responsibilities seriously as a manufacturer, employer and consumer and therefore we are committed to understanding, managing and monitoring the environmental and social impact ensuring this reflects in the commitment of all business procedures and local policies.

### Policy owner

The Chief Executive Officer is responsible for the implementation of this policy and will make the necessary resources available to ensure corporate responsibilities are met. The responsibility for ensuring compliance against this policy rests with all employees throughout the company.

### Sustaining our environment

Mettis Aerospace understands that the activities undertaken affect the environment and the communities in which it operates and have a responsibility to identify and manage these impacts as effectively as possible. The company is committed to continually improving environmental performance moving towards best practices in corporate sustainability.

To this end, the Environmental Policy is reviewed to ensure it meets the needs of the business and the approach to reducing impacts on local surrounding environments.

### **Hazardous materials**

Mettis Aerospace accepts responsibility for monitoring hazardous materials found in the office and in the manufacturing facility including, for example, asbestos, oils, chemicals and refrigerants to ensure that they do not pose a risk to employees and will ensure that the annual service and maintenance programmes for all air conditioning units, LEV stacks, effluent treatment plant and wet settlers are carried out, as required under current guidelines and legislation.

### **Standards of business conduct**

Mettis Aerospace will be committed to ensuring that all business is conducted in every aspect according to professional and legal standards.

### **Customers**

The company will seek to provide all customers with a product created with integrity, quality and care.

### **Human rights**

The company respects the Universal Declaration of Human Rights and seeks to be guided by its provisions in the conduct of all business.

### **Workforce**

The company aims to be the employer of choice locally within the community in which the business is conducted.

### **Health and safety policy**

The health and safety of all employees, visitors and suppliers is of the highest priority and cannot be compromised. Mettis Aerospace sets the objective to have a workplace free of incidents, ill health and injuries, with the Health and Safety Policy being reviewed and adjusted on a regular basis where appropriate to achieve this aim.

### **Supply chain management**

The company encourages sustainable, environmentally sound sourcing and production methods in our suppliers' manufacturing and delivery processes. To this end we will inform our suppliers of our Environmental Policy and will look to favour companies with established environmental policies and practices in the allocation of future contracts. We will also aim to use local suppliers, goods and services where practicable.

### **Suppliers**

The company regards suppliers as partners and will work with them to help us achieve the policy goals in the delivery of products and services, encouraging them to adopt responsible business policies and practices for mutual benefit.



## Community

The company strives to be a good corporate neighbour, recognising the responsibility of working in partnership with the communities in which we operate.

## Underlying philosophy

Mettis Aerospace believes that a responsible approach to developing relationships between companies and the communities we service, global or local, is an essential component of delivering business success. How we interact with the world in which we operate determines our place within it and we recognise that the corporate social responsibility to our neighbours, employees and stakeholders is integral to our business. We aim to demonstrate these responsibilities through our actions and our business and quality policies.

A handwritten signature in blue ink, appearing to read "G Fraser", written over a dotted line.

Gordon Fraser  
Chief Executive Officer

A handwritten signature in black ink, appearing to read "D Mitchell", written over a dotted line.

David Mitchell  
Head of Environmental, Health & Safety  
Facilities & Estates