



McGowans

Corporate Social Responsibility Policy

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Introduction

At McGowans, we believe in conducting business in a manner that benefits our stakeholders, protects the environment, and contributes positively to the communities where we operate. Our Corporate Social Responsibility (CSR) policy reflects our dedication to sustainability, ethical practices, and social responsibility.

Environmental Responsibility

Our commitment to the environment includes:

- **Reducing Waste:** We actively minimise waste through recycling and responsible disposal. We encourage our employees to adopt eco-friendly practices and strive to reduce our carbon footprint.
- **Sustainable Resources:** We source materials from sustainable and certified suppliers whenever possible. This includes using recycled paper and eco-friendly inks in our printing processes.
- **Energy Efficiency:** We continuously seek to improve energy efficiency in our facilities and operations, aiming to reduce our energy consumption and promote the use of renewable energy sources.

Social Responsibility

We are dedicated to creating a positive impact on society by:

- **Employee Well-being:** We prioritise the health, safety, and well-being of our employees. We offer competitive benefits and promote a supportive work environment.
- **Diversity and Inclusion:** We foster a diverse and inclusive workplace where all employees are valued and respected. We do not tolerate discrimination of any kind.
- **Community Engagement:** We support local communities through charitable initiatives, volunteering, and partnerships with local organisations. Our goal is to make a positive difference in the places where we operate.

Ethical Business Practices

McGowans is committed to conducting business with integrity and transparency by:

- **Compliance with Laws:** We comply with all applicable laws and regulations in the regions where we operate. This includes anti-bribery, anti-corruption, and labour laws.
- **Fair Employment Practices:** We ensure fair treatment for all employees and maintain policies that promote respect and equality.
- **Supply Chain Responsibility:** We work closely with our suppliers to ensure ethical sourcing and fair labour practices. We conduct regular audits to ensure compliance with our standards.

Transparency and Reporting

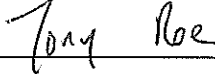
We are committed to transparency in our CSR practices by:

- **Regular Reporting:** We publish regular CSR reports outlining our progress and achievements in sustainability, social responsibility, and ethical business practices.
- **Stakeholder Engagement:** We engage with stakeholders, including customers, employees, and community members, to gather feedback and improve our CSR efforts.

Conclusion

McGowans is dedicated to being a responsible corporate citizen, and our CSR policy reflects this commitment. We strive to continually improve our practices and contribute positively to the world around us. We encourage our employees, customers, and partners to join us in our efforts to create a more sustainable and socially responsible future.

Authorized Signature



Print Name and Title



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