

Corporate Social Responsibility Policy Statement

TXM Plant takes our Corporate Social Responsibilities (CSR) seriously and is committed to advancing our policies and systems to ensure we address and monitor all aspects of CSR that are relevant to our business. These include ethical procurement, behaviour, concern for employee's health and safety, care for the environment and community involvement. We strive to maintain productive and open dialogue with all parties who may have an interest in our activities including shareholders, customers, suppliers and employees. We have an established investor relations programme, working closely with our customers, monitor supplier performance and actively encourage feedback from our employees. We maintain our website as one of the main routes for providing information to interested parties and for contacting any within the TXM Group of Companies.

The Board takes ultimate responsibility for CSR and is committed to developing and implementing appropriate policies while adhering to a fundamental commitment to creating sustainable long-term employment. As a business driven largely by technological innovation, our main assets are the talents and skills of the people we employ. TXM Plant expects that all activities are conducted in compliance with high ethical standards of business practice including compliance with the Anti-bribery & Corruption procedure. We apply these standards to all dealings with employees, customers, suppliers and other stakeholders.

Ethics

Our Equality, Diversity and Inclusively (EDI) Policy has been developed to ensure that business is conducted in adherence with high ethical and legal principles and sets standards of professionalism and integrity for all employees and operations wherever they work on behalf of TXM Plant. The following is a summary of the EDI Policy:

All employees have the right and responsibility to ensure that all business is conducted with high ethical and legal principles.

- our policy is to operate within applicable laws.
- discrimination or harassment of any kind will not be tolerated.
- as a matter of policy, we do not make political donations.
- no bribes shall be given or received.
- conflicts of interest must be avoided.
- Client / Customer confidential information will not be shared or distributed inappropriately.
- we aim to be a responsible partner within our local communities; and employees are encouraged and supported to report, in confidence, any suspected breaches of this policy.

The organisation is committed to providing equality of opportunity to all existing and prospective employees without unlawful discrimination based on religion, disability, gender, age, marital status, sexual orientation, race, ethnicity or any other protected status. We encourage diversity and opportunity, which is reinforced through the EDI Policy. Appropriate ethical behaviour is reviewed as part of the business' management control process.

People

TXM Plant aims to find, keep and engage the highest calibre of employees and encourages their contribution and development. An environment that fosters innovation and collaboration is critical to the Company's success. Appropriate career paths and internal recognition programmes are developed for both technical and non-technical staff with employees provided with numerous learning and development opportunities to fulfil their potential. A wide variety of courses and training opportunities are also available to employees to enhance their skills. Similarly, the importance of two-way communication is recognised particularly as it relates to the business and its performance.

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Health and Safety

Safety is at the forefront of all of the business activities and is integrated into our business objectives. The Assurance Director is the director appointed by the Board to have responsibility for the health and safety performance of the organisation who will report any major health and safety issues to the Board as necessary and any resources required will be provided. The Health and Safety Policy places responsibility for the management of health and safety on local management who are supported by Safety advisors where required. Regular designated health and safety training programmes are also carried out by a team of 'in-house trainers'. A Behavioural Safety programme is in place due to the recognition that Human Factors are the biggest accident precursors, and the programme uses job profiles and Personality Profile Analysis to match people with job roles.

Environmental

Good environmental practice and the impact that our operations have on the environment are of great importance to TXM Plant. The Assurance Director is the director appointed by the Board to have responsibility for the environmental performance of the organisation who will report any major environmental issues to the Board as necessary and any resources required will be provided. The main aim of the Environmental Policy is to comply with all applicable environmental legislation in all areas in which we operate and to adopt responsible environmental practices. The Environmental Policy is part of the Integrated Management System accredited to meet ISO 14001. Wherever possible, our assets are designed and manufactured to take account of the recycling and disposal of the product at the end of its lifecycle. Environmental waste management continues to improve with most business units operating waste minimisation schemes mainly focusing on increased recycling.

Community

TXM Plant aims to build stronger and healthier local communities through education, charitable donations and support of non-profit agencies in the communities in which we operate. Working with established non-profit organisations maximises the impact of our community building initiatives.



Brian Reynolds
Chief Executive Officer

Review due by 31st January 2024

