



# CORPORATE SOCIAL RESPONSIBILITY POLICY

**CENTURION SAFETY PRODUCTS LTD**

**Contents**

**CONTENTS .....2**

**INTRODUCTION .....3**

PURPOSE.....3

WHO WE ARE AND WHAT WE DO.....3

**OUR WORKING PRINCIPLES .....4**

EMPLOYEES.....4

EQUALITY AND DIVERSITY .....4

LEARNING AND DEVELOPMENT.....4

ANTI-SLAVERY .....4

ANTI-BRIBERY .....4

CUSTOMERS.....5

SUPPLIERS .....5

HEALTH AND SAFETY .....5

CHARITABLE/COMMUNITY.....5

EDUCATION .....5

ENVIRONMENT .....6

ONGOING COMMITMENT.....6

**STATUS OF THIS POLICY .....6**

**POLICY OWNER .....6**

**REVIEW .....6**

**VERSION CONTROL.....6**

## Introduction

Corporate social responsibility (CSR) is a concept whereby an organisation recognises that its business operations and processes may have an impact on social, economic and environmental issues outside of the workplace. It also represents a commitment to ensuring and maintaining socially responsible behaviour in an organisation.

## Purpose

We seek to sustain a business that is successful and respected in its ethical standing by our stakeholders. These include customers, clients, investors, regulators, suppliers and the community. We embrace the role our business plays on a day-to-day basis in contributing to a better society.

## Who we are and what we do

A UK Manufacturer established in 1879, Centurion Safety Products Ltd is a global leader in the manufacture and supply of total head protection products.

People are our priority, and we strive to develop a safety mindset across the business.

Enhancing the skills of our employees is a key part of developing an agile and motivated workforce that is capable of delivering our strategy and driving sustainable success.

Our aim is to develop and manufacture products which protect people working in some of the most challenging environments, giving them confidence whilst allowing them to use their judgement and creativity to shape our world.

Our ambition to keep people safe extends through our employees, our communities, our customers and partners via the products and services we provide every day.

Our passion for performance will always be central to the way we run our business. We focus on driving organic growth, strengthening our cost competitiveness, enhancing our product offering, quality and service to customers and improving our environmental footprint through our manufacturing processes and the products we produce.

We have an unrivalled understanding of our end users, and this has enabled us to create a strong reputation with a unique brand identity and clearly defined values. This clarity of focus will enabled the company to continue to sustainably develop and manufacture pioneering, innovative, integrated head protection products.



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## **Our working principles**

### **Employees**

We keep our staff fully informed of our policies and procedures and we encourage them to share their ideas with us on both internal processes affecting them, and the way our service is provided to customers/clients. We maintain an open and honest approach to all of our communications. We also aim to deliver a competitive and fair environment for our employees and provide them all with the equal opportunity to develop and advance within the company, subject to personal performance and business opportunity.

To retain our loyal and productive staff, it is vital we maintain a good working environment and we review our facilities, communication, benefits, ways of working and yearly objectives on a regular basis.

### **Equality and diversity**

We are committed to providing an environment of equal opportunities for all members of our workforce. We provide an inclusive working environment where all employees are treated with courtesy, dignity and respect. No account of any of the protected characteristics set out in the Equality Act 2010 (Amendment) Regulations 2023 shall be taken to a detrimental effect in any decision involving recruitment, promotion, provision of facilities etc. See our Equality, Diversity and Inclusion policy for more detail in this regard.

### **Learning and development**

We are committed to creating a learning culture and providing opportunities to ensure that all of our people are equipped with the skills and knowledge to maximise business effectiveness. We will also support our people in realising their own potential while contributing to the development of the business and the achievement of their and its objectives.

### **Anti-Slavery**

We are committed to limiting the risk of modern slavery occurring within our own business or infiltrating our supply chains or any other business relationship. This applies to all persons working for or on our behalf in any capacity, including employees, directors, officers, agency workers, contractors, consultants and any other third-party representative. See our Anti-Slavery policy for more detail.

We expect all who have or seek to have a business relationship with the company to familiarise themselves with our Anti-Slavery policy and our Supplier Code of Conduct and to act at all times in a way that is consistent with these values.

### **Anti-Bribery**

We are committed to conducting business in an honest and ethical manner. A zero-tolerance approach is applied to bribery and corruption at every level within the company. The company is committed to acting professionally, fairly and with integrity in all its business dealings and relationships, wherever it operates, and implementing and enforcing effective systems to counter bribery. The company will uphold all laws relevant to countering bribery and corruption in all the jurisdictions in which it conducts business, including, in the UK, the Bribery Act 2010, which applies to conduct both in the UK and abroad. This applies to all individuals working for and on behalf of the company at all levels, including senior managers, directors, employees (whether permanent, fixed term or temporary), agency staff, contractors, agents and third parties. See our Business Ethics and Anti-Bribery policy for more detail.

## **Customers**

Every individual in our business is responsible for ensuring that all communication with our customers, suppliers and the public reflects professionalism, efficiency, integrity and honesty.

We hold ISO9001:2015 certification as part of our commitment to driving continual improvement and placing customers at the centre of all we do. This certification is combined with our BSIF registered safety supplier status and over 40 years of continuous BSI kitemark to further deliver our commitment to quality. We ask all employees to follow any operational guidelines and processes set out so that we ensure we can continue to operate to high professional standards and meet the needs of our customers.

## **Suppliers**

We will strive to engage with local suppliers and businesses where possible to meet the business' operational needs, in order to support businesses within our area and decrease our carbon footprint.

We regard our suppliers as partners and therefore endeavour to work closely with them; this further enables us to achieve an efficient and transparent supply chain that incorporates our CSR principles. We are committed to conducting our business in an ethical, legal and socially-responsible manner and in respect of our entire CSR initiative, we expect no lesser standards from our suppliers and business partners.

## **Health and safety**

We are committed to continuously improving our health and safety performance in order to ensure that the working environment is safe and fit for its intended purpose and we have clearly defined policies and procedures in place to support this. We hold ISO45001:2018 certification as part of our commitment to driving continual Health and Safety improvements and placing our employees at the centre of all we do.

We are committed to operating safe working practices and, as such, formal arrangements are in place to ensure our people's well-being. We always provide training on applicable safe working procedures and expect these to be followed.

The Health and Safety Policy and Organisational Arrangements are reviewed annually or as and when needed.

## **Charitable/Community**

We strive to be upstanding members of the community and a good citizen wherever we operate, recognising our responsibility to work in partnership with local communities. Our organisation is keen to support with volunteering and becoming involved in charitable work, community initiatives, local events, business improvement groups and knowledge sharing with society as a whole. We will also support our communities in the form of sponsorship, donations to national and local charities which may be suggested by our staff, and the funding of community projects. Every suggestion is given due consideration.

## **Education**

We recognise the importance of education in our community and supporting individuals during this process is key to advancement. We actively encourage our employees to take up training whether internal or external, and offer Apprenticeships and work experience placements.

## **Environment**

With regard to our business' impact upon the environment, we are committed, amongst other initiatives, to:

- reduce our impact on the environment
- ensure compliance with environmental legislation and regulations
- reduce our use of energy and resources
- reducing the amount of waste produced by the business
- recycling materials as extensively as possible
- reduce unforeseen environmental risks
- set environmental objectives
- using technology to lessen the need for travel
- using public transport wherever possible when travelling is unavoidable.

We hold ISO14001:2015 certification and have a solid commitment to reduce our impact on the environment through continual improvement of our business functions and processes. We recognise that our activities can have an impact on the environment in terms of the use of raw materials, emissions to air and water, and waste generation, and seek to minimise this as far as is reasonably practicable.

## **Ongoing commitment**

We are fully committed to the principle of CSR and aim to ensure that no relevant policy decisions are made within the business, without first evaluating the potential CSR impact.

## **Status of this policy**

This policy does not confer any contractual rights to employees, either express or implied.

## **Policy Owner**

CEO

## **Review**

August 2026

## **Version control**

Warning: Print copies not subjected to version control