

BSRIA Ltd

CSR Policy

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BSRIA has a strong commitment to economic, environmental and socially sustainable development. As a result of this commitment, BSRIA has subscribed to the principles of the United Nations Global Compact. Under this policy BSRIA will expect all its businesses and supplier partners to comply with the UN principles in addition to the laws of the countries where its businesses are located.

As a global leader within the industries that it operates BSRIA firmly believes that it is the responsibility of both BSRIA and its supplier partners to meet the present and future requirements of the markets and the wider society. This includes operating a policy that displays responsibility towards the people involved in the production and execution of the products and services provided.

BSRIA expects supplier partners to share the same values and beliefs and to adhere to BSRIA's corporate social responsibility policy, BSRIA will favour suppliers who comply with the principals of the policy. To ensure that our suppliers' policies are in line with our overall policy, we will audit our supplier policies from time to time, allowing all stakeholders the opportunity to raise their concerns and have them considered.

To maintain our philosophy BSRIA will undertake regular review and update of policies, practices and procedures, and audit as appropriate. More details of some of the policies included here are available on the BSRIA web site

It is BSRIA's policy to:

1. Support and Respect the Protection of Internationally Proclaimed Human Rights

BSRIA as a global and flagship organisation within its core industries accepts that it is visible to a large audience and accordingly has a responsibility to protect and support internationally recognised human rights.

BSRIA will adhere to the International Bill of Human Rights, and if the national law in a country of operation falls short of international standards BSRIA will strive to meet international standards whilst operating within the national laws.

2. Not be Complicit in Human Rights Abuses

BSRIA accepts that the respecting of Human Rights includes avoiding complicity beyond its own business activities.

Complicity is defined as:-

- i) An act or omission (failure to act) by a company, or individual representing a company, that facilitates, legitimises, assists or encourages another in some way to carry out a human rights abuse.
- ii) The knowledge that an act or omission will or could lead to a breach of the Bill of Human Rights.

BSRIA is actively seeking to reduce the risk of complicity through its audit and grievance policies.

3. Uphold the Freedom of Association and the Effective Recognition of the Right to Collective Bargaining

BSRIA respects the right of all employees and all workers to freely and voluntarily establish and join lawful organisations of their own choice. These organisations have the right to carry out their activities in full freedom and without interference.

In the context of this policy BSRIA defines collective bargaining as a voluntary process or activity through which employees and workers can engage and negotiate their relations. This includes terms and conditions of employment, and the regulation of the relationship between the organisation and the employees.

BSRIA will

- i) Maintain non-discriminatory policies and procedures with respect to trade union organisation or membership.
- ii) Recognise representative organisations for the purpose of collective bargaining, which will be used as a constructive platform for the resolution of issues between BSRIA and its employees.

4. Uphold the Elimination of all Forms of Forced and Compulsory Labour

BSRIA and supplier partners will not employ forced or involuntary labour.

BSRIA supports the human right to have sound working conditions, all working environments must as a minimum comply with the applicable laws and as a minimum:-

- i) Workers must not be exposed to dangerous work without being properly protected and provided with personal protection equipment and be instructed in its use.
- ii) Facilities comply with all applicable laws including construction, safety and fire laws
- iii) Facilities must provide the appropriate light and ventilation
- iv) Machinery must be maintained and shielded
- v) If provided canteen, rest and residential areas must be kept clean and safe

5. Uphold the Effective Abolition of Child Labour

BSRIA respects the rights of children for development and to receive an education, therefore BSRIA will not permit the use of Child Labour for full time employment, that is Children under the age of 15, children younger than the legal minimum age or children younger than the age of completing compulsory school.

Children aged between 15 and 18 will only be employed if the work complies with the local laws and the ILO Minimum Age Convention and they will not be engaged in work which will affect the health, safety or morals of the child.

6. Uphold the Elimination of Discrimination in respect of Employment and Occupation

BSRIA is committed to developing and maintaining the right climate and attitudes that will ensure all employees and job applicants are treated fairly. This commitment ensures that no one is disadvantaged or feels disadvantaged by the nature or their gender, marital status, ethnic origin, age or disability.

To meet this commitment BSRIA operate an Equal Opportunities policy, which is available to all employees and Supplier Partners, and includes details of the grievance procedure to be employed should there be a breach or perceived breach of the policy.

7. Undertake Initiatives to promote Greater Environmental Responsibility

BSRIA will minimise the adverse environmental impacts of its activities and conduct its commercial activities in such a way that applies this approach to the work it undertakes for others.

BSRIA's policy is to ensure compliance with all relevant environmental legislation, to educate staff on environmental issues and the potentially detrimental effects their activities may have on the environment, to promote practices that minimise pollution and wastage of energy and materials, with the aim of attaining and maintaining a high level of environmental performance.

It is also BSRIA's policy to select goods and services, wherever practicable from companies with a demonstrable environment commitment.

Part of BSRIA's business is to provide relevant publications, advice, information and consultancy to encourage and assist them to minimise the adverse environmental impact of their activities.

Our policy is that where possible, we will reuse equipment or employ recycled products in our business. This applies equally to BSRIA's own business operations and to work undertaken for our clients.

8. Work Against Corruption in all its Forms, including Extortion and Bribery

BSRIA condemn corrupt and fraudulent practices.

All BSRIA staff and Supplier partners are prohibited from directly or indirectly offering or authorising payments, gifts or inducements to any person for the purpose of securing any business or other advantage.

9. Provide a healthy and safe working environment

BSRIA is committed to:

- i) A system of health and safety management that will allow improvement on a continuous basis
- ii) Ensuring operating procedures comply with current legislation
- iii) Training to ensure safe working practices are operated in all areas of operation.