



Ethical Trading & Social Responsibility Policy

Doc No: EPOL 004 **Title:** Ethical & Social Responsibility Policy

Issue Date: 10/10/2025 **Issue:** 4

Author: Jim Higgins

Authorised: Robert Fenton

Introduction

At **East Lancashire Chemical Company**, we are committed to conducting our business in a manner that upholds high ethical standards and social responsibility. We recognise the impact of our actions on the well-being of our stakeholders and the wider society. This policy reflects our dedication to ethical trade and social responsibility.

Policy Statement

East Lancashire Chemical Company is fully committed to complying with the 9 points of the ETI Base Code.

We believe this demonstrates to our stakeholders that **East Lancashire Chemical Company** is striving to ensure that working standards and the rights of the workforce are dealt with ethically and respectfully. We are members of SEDEX (Supplier Ethical Data Exchange) and arrange annual SMETA (Sedex Members Ethical Trade Audit) audits at our site.

East Lancashire Chemical Company recognises that our commercial activities have the potential to impact our stakeholders. As a socially responsible company, we believe that our stakeholders have a right to expect the following:

1. Products manufactured and sourced by **East Lancashire Chemical Company** are produced under safe and hygienic working conditions.
2. Employees, contractors, and visitors to **East Lancashire Chemical Company** are treated with full consideration of their basic human rights.
3. **East Lancashire Chemical Company** acts in an ethical manner surpassing that of the basic legal requirements.
4. This policy sets out the commitment of **East Lancashire Chemical Company** to its stakeholders, detailing the measures being taken to ensure that the company is acting in an ethical and moral manner.

Policy Commitments

East Lancashire Chemical Company understands that our ethical and social performance and reputation are part of our overall commercial success.



Ethical Trading & Social Responsibility Policy

Doc No: EPOL 004 **Title:** Ethical & Social Responsibility Policy

Issue Date: 10/10/2025 **Issue:** 4

Author: Jim Higgins

Authorised: Robert Fenton

Employees

East Lancashire Chemical Company has introduced policies to protect and value worker rights and to ensure the company operates, in many areas, above the minimum standards required by law.

Customers

East Lancashire Chemical Company is committed to demonstrating its ethical and social responsibility credentials to allow customers to make an informed decision when choosing who to purchase products from.

Suppliers

East Lancashire Chemical Company is committed to monitoring the ethical and social standards of our supply chain. This is initially managed through a supplier questionnaire, with further investigations conducted for main suppliers. This provides an indication of the supplier's commitment to abide by the ethical and social standards as laid down in the ETI Base Code.

Ethical Trading Code of Practice

This code of practice applies to:

- Staff directly employed by **East Lancashire Chemical Company** on temporary or permanent contracts.
- Staff employed or provided by employment agencies to carry out work on **East Lancashire Chemical Company** premises.

The principles adopted by **East Lancashire Chemical Company** in this policy are based on the internationally accepted standards set out in the Ethical Trading Initiative (ETI) Base Code of Labour Standards.

East Lancashire Chemical Company will, as far as is reasonably practicable, ensure that our suppliers and their sub-contractors comply with the stated policy requirements.

(Sections 1–9 of the ETI Base Code remain identical in content, with “Dri-Pak Limited” replaced by “East Lancashire Chemical Company” throughout.)



Ethical Trading & Social Responsibility Policy

Doc No: EPOL 004 **Title:** Ethical & Social Responsibility Policy

Issue Date: 10/10/2025 **Issue:** 4

Author: Jim Higgins

Authorised: Robert Fenton

Environmental Performance and Sustainability

At **East Lancashire Chemical Company**, we are dedicated to minimising our environmental impact. This involves reducing resource consumption, waste generation, and emissions, as well as ensuring that componentry, packaging, and raw materials are appropriately sourced.

Business Continuity

A business continuity plan has been developed to include emergency planning in the event of disaster. This includes a general outline of emergency procedures, contacts, procedures in the event of a fatality or serious injury, disruption of process and alternative facilities, customer care during disruption, and a listing of process equipment and service providers.

Robert Fenton
Group Managing Director
10th October 2025