

Corporate Responsibility Policy

Purpose:

The purpose of this policy is to state Zenith Adhesive Component's commitment to our environment and community. The social responsibility is to give back to the world just as it gives to us.

Scope:

This policy applies to all activities undertaken by Zenith Adhesive Components. It may also refer to our suppliers and partners.

Definitions:

Corporate Social Responsibility – is how a company manages their business to contribute something to the community and has an overall positive impact on society. It is a continuing commitment by business to behave ethically and contribute to economic development while improving the quality of life of the work force and their families as well as the local community and society at large.

Policy Statement

We want to be a responsible business that meets the highest standards of ethics and professionalism. Our company's social responsibility falls under two categories: *compliance* and *proactiveness*. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

At Zenith Adhesive Components we define Corporate Social Responsibility as;

- Conducting business in a socially responsible and ethical manner
- Protecting the environment and the safety of people
- Supporting human rights
- Engaging, learning from, respecting and supporting the communities within which we work.

Our Commitments

Zenith Adhesive Components has corporate social responsibility as follows;

- a. Sponsored:
 - Staff outside work activities.
 - Youth initiatives.
 - Not for profit organisations.
 - Local business and industrial groups to support enterprise in the midlands.
- b. We look broadly at our supply chain. We expect ethical production of what we buy and we only purchase from reputable suppliers with who we have long standing relationships and who are industry leaders in their field. As far as we are aware none of our vendors employ child or forced labour or are in contravention of local labour laws.
- c. We recognise the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing of waste.