

Corporate Social Responsibility Policy

The Nifco UK Ltd (further referred to as Nifco UK) believes that a company pursues profits through not only fair competition but also by acting respectfully and responsibly towards staff, customers, suppliers, neighbours and the environment. We expect the highest standard of conduct from all members of staff, and in return, we strive to ensure all members of staff feel equal and valued.

Our Values

Nifco UK has 7 core values, called the *Nifco Spirits* and these are actively promoted throughout the business, worldwide.

Facing Challenges	We look for innovation and embrace new challenges. We do not fear failure.
Focussed on Profit	We recognise that profits allow us to reward our members and our shareholders; and allow us to contribute to the overall benefit of society.
Guiding Management Principles	Our excellence and growth is achieved by a team of people leading the business with their collective talents.
Unending Creativity	We believe in the power of creativity at all levels and for all functions. Creativity is at the root of all we have achieved and will continue to drive us forward.
Customer Orientated	We deliver outstanding customer service. We understand the needs of our customers and respond to them quickly. We operate globally in a global industry, but remember that it is individuals that build lasting relationships.
Communication	We believe that engaging and effective communication drives a healthy company and we encourage the free expression of opinions and ideas.
The Nifco Mindset	We believe in continuously developing our knowledge and skills. This is how we grow as people and as an organisation.

Acting Responsibly

The following sections set out the principles to which Nifco UK is committed across all operational activity:

Social Issues

Nifco UK respects the diversity, personality and individuality of employees and ensures a safe environment in which it is comfortable to work. Slavery is actively discouraged throughout the Nifco supply chain. Nifco firmly confronts antisocial forces and organisations that threatens order and safety of civil society.

In aiming to be a good corporate citizen, Nifco UK continually develops and maintains strong relationships with education, charitable organisations, and local business in order to share best practice and knowledge wherever possible. Nifco makes significant donations of time, facilities and funds to various charitable causes on an annual basis. We actively encourage staff to volunteer and support any area of the community where we do business.

Throughout media and public relations activity, Nifco UK ensures that any relevant corporate information is shared with colleagues, shareholders and the wider society in a timely manner.

In international business activities, local cultures and customs are respected in addition to compliance with international rules and local laws.

Business Conduct and Compliance

Nifco UK is committed to developing and providing products in due consideration of safety and the protection of personal and customer information, and, through relationships which have been built over a period of more than 50 years, Nifco UK strives to maintain continued satisfaction and trust of our customers.

To achieve success, Nifco UK engages in fair, transparent and free competition and carries out commercially respectable transactions. Nifco UK ensures, through its team of sales and purchasing professionals, that bribery, corruption and extortion are not a feature of business transactions.

Environmental Sustainability

Through continued certification to BSI standard ISO 140001, Nifco proactively works towards improvements in environmental performance. Nifco UK has built a history of zero waste to landfill.

Material Supply

Nifco UK has a team of purchasing professionals who are both knowledgeable and committed when buying in material from reputable sources. Specifically, Nifco UK does not purchase any minerals which are from a conflict region – for example the Democratic Republic of Congo.

Supplier Management

It is expected that any company working with Nifco UK must ensure that throughout their own operations, they are respectful of the Nifco UK CSR policy. In addition to this, all suppliers are required to a self-assessment questionnaire, providing supporting information where required outlining that they support the following:

- Respect for human rights
- No forced or compulsory labour, to include child labour and to recognise/work within the working time regulations applicable to stakeholders
- Appropriate working conditions
- Remuneration
- Non-discrimination
- Freedom of association
- Anti-corruption and bribery
- Health & Safety
- Environment

Should an event occur which is outside of the governance of this policy, the Nifco UK Managing Director confirms that it is his responsibility to work on resolution of such situations both inside and outside the company, and strive to investigate causes of the problem and to prevent recurrence of a similar situation, in addition, to communicating any information as required.

Signed:



Jim Casey
Managing Director

