



CORPORATE SOCIAL RESPONSIBILITY POLICY

Introduction to Corporate Social Responsibility (CSR)

CSR refers to the way in which businesses regulate themselves in order to ensure that all of their activities positively affect society as a whole. CSR policies aim to guarantee that companies work ethically, considering human rights as well as the social, economic and environmental impacts of what they do as a business. Businesses should meet, and aim to exceed, any relevant legislation, and if legislation does not exist in a particular area, the company should ensure they carry out best practices anyway.

Who we are and what we do

Nifco UK Ltd is part of Nifco Inc a global business, with its headquarters in Japan. Nifco's global long term strategy is *"to be seamlessly growing a global company with unique positioning and strong presence"*.

Nifco's UK strategy is *"to be a world class suppliers of plastic components nominated by our customers as their number one supplier"*.

Mission

Nifco generates ideas and cultivates technology to turn your expectations into excitement.

Vision

Driving change with growing inventiveness

Values

- Be proactive and break through
- Communicate & Collaborate
- Challenge and Innovate

Nifco UK Ltd believe that a commitment to the principles of corporate social responsibility (CSR) not only makes good business sense but also complements our core business strategy and corporate values. Our policy is based on the following principles:

- To minimise the impact and maximise the benefits that our work has on the environment and people around us.
- To integrate our CSR considerations into all our business decisions.
- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To review, annually report, and to continually strive to improve our CSR performance.

In developing our strategy and setting out our policy for the first time we aim to deliver gradual but continuous improvements in our performance every year. As a result, our approach continues to evolve as we learn lessons along the way. To ensure these commitments are met we will audit internally and externally periodically.

To help define our policy we have divided it into four key areas:

- Community
- People
- Environmental Management
- Responsible Trading

Community

We recognise that we play an important role in our local communities and we aim to make the communities in which we operate better places. We encourage and empower our employees to get involved in their local communities and use their skills and where possible the Company's resources help create a mutual benefit.

People

We strive to ensure all colleagues enjoy their work and have opportunities to consistently amaze our customer through their expertise. As such, we continue to invest and develop our apprenticeship programme and leadership and development programmes and actively look for ways in which we can promote and increase diversity in our workforce.

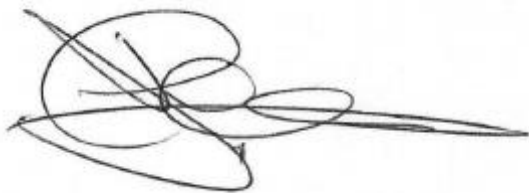
Environment Management

We know that the work we do has an impact on the environment and that have a duty to manage that impact in a responsible and ethical manner. We do this through identifying all significant environmental impacts and putting processes in place to prevent, reduce and mitigate them. This also makes good business sense.

Responsible Trading

We are committed to maintaining high standards amongst our suppliers. We oppose the exploitation of workers and we will not tolerate forced labour, or labour that involves physical, verbal or psychological harassment, or intimidation of any kind. We will not accept human trafficking or the exploitation of children and young people in our business and undertake all reasonable and practical steps to ensure that these standards are maintained.

For and on behalf of Nifco UK Ltd.

A handwritten signature in black ink, appearing to read 'James Casey', with a long horizontal stroke extending to the right.

James Casey

Managing Director