

AAT Wind Energy Ltd Integrated Management System - Corporate Responsibility and
Business Ethics Policy

Introduction

At AAT Wind Energy Ltd we take our responsibility to manage the way our business affects the environment, property and people seriously. This is defined within our health, safety, environment and welfare policy of:

- No harm to people
- No harm to property
- No harm to the environment

This means behaving responsibly and ethically as individuals and as a company. As a supplier of specialist safety services and products we have the opportunity to assist our clients in protecting their number one asset - People.

Within AAT Wind Energy Ltd we focus on three areas;

1. The safety, welfare and wellbeing of people
2. The protection of property, equipment and assets
3. The protection of the environment and climate change

At AAT Wind Energy Ltd we believe that corporate social responsibility is integral to the long term sustainability of our business and we try to be responsible in all our interaction with customers, suppliers, our employees and the wider community.

Scope

This Policy applies to all AAT Wind Energy Ltd operations, personnel and sub-contractors.

Statement of Principles

- AAT Wind Energy Ltd will strive to continually improve environmental performance and reduce our direct and indirect impacts on climate change in accordance with our environmental policy.
- AAT Wind Energy Ltd will endeavour to assist the local community where we operate and to enhance the community and will engage with the local community wherever both relevant and possible.
- We will work hard to create and run a fair, equal opportunities employment culture and to create an enjoyable and rewarding working environment for people of all ages, physical abilities, gender, religion and ethnicity.
- We are committed to promotion based on merit and filling job opportunities in-house wherever possible.
- We hold regular company meetings which include every level of staff; to ensure all our employees have a forum to voice any concerns or issues and to reinforce the strong team ethos.
- We are committed to supporting appropriate professional development through sending our staff on relevant training courses.
- AAT Wind Energy Ltd seeks to provide all our customers with the best services and products and excellent customer service while focusing on ways our products and services can contribute further to society.
- AAT Wind Energy Ltd will aim to work with suppliers to improve the social and environmental impact of our purchases across the lifecycle of products and services.
- We will aim to run our business in a sustainable, bio-diverse and ecologically sound manner.
- We will aim to reduce the amount of waste we generate and will strive to reuse equipment and material wherever possible and recycle wherever possible.
- We aim to reduce our consumption of natural resources such as fuel, water.
- We will attempt to reduce our green-house gas emissions.
- We will attempt to create collaborations with other organisations and introduce 'collaborative consumption' where applicable.
- AAT Wind Energy Ltd will ensure corporate responsibility strategy, approach and performance is reviewed at a minimum twice annually by the Company Director.

Supply Chain:

AAT Wind Energy Ltd will not have any dealings whatsoever, under any circumstances with suppliers, Clients, individual or entities of any sort, who either carry out, fail to prevent or manage or who condone;

- Discrimination or harassment against persons on grounds of gender, race, colour, religion or other means
- Unethical behaviour or breaches of an individual's human rights
- Forced, bonded, involuntary prison or child labour, slavery or human trafficking
- Unsafe, unhealthy or dangerous work practices
- Excessive or unnecessary pollution of the environment
- Excessive working hours with insufficient time off
- The non-payment of a minimum or living wage
- Bribery or corruption
- Unfair labour and disciplinary practices including freedom of association and collective bargaining

E. Devlin

02/09/2019

E. Devlin

Company Director