

## Corporate and Social Responsibility Policy

JPA have adopted CSR principles as we understand the impact of our practices on the wider world. We are responsible in the treatment of our employees, our environment and our local community to ensure that our business activities have a positive impact.

We fully support the UN SDG and are dedicated to maintaining high environmental, human rights and ethical standards for the benefit of all stakeholders and, via our business activities, uphold the rights of our employees and supplier employees. We fully endorse and adhere to the Modern Slavery Act 2015.

We recognise that lasting success is built on credible business working practices and strive to embed these within our company.

We ensure that, no employee is discriminated against due to gender, race, disability, sexuality, age or religion/belief, enforced through the Equality Act 2010. We are committed to ethical purchasing and the purchase of goods and/or services that are produced and delivered under conditions that do not involve the exploitation or abuse of any persons and we audit our supply chain against these and other criteria to ensure sustainable manufacture, product and service. Supplies are required to demonstrate that an Equal Opportunities Policy in place illustrating their commitment to opposition against unlawful and unfair discrimination.

JPA adhere to the Working Time Regulations (1998) and Working Time (Amendment) Regulations 2003 ensuring that no adult worker works more than 48 hours a week on average (normally averaged over a 17-week period) and once again we ask that our suppliers do the same. All staff are paid fairly.

We aim to have a positive impact on our local community with minimal negative impact via our business activities. We recruit staff through local recruitment sources, employ local contractors where possible, make regular charitable contributions and involve staff in local community and/or charity events.

MD Signature



Date 15 June 2022

