



3.12 Corporate Social Responsibility

Rackline Limited is committed to operating in a socially responsible manner, balancing the interests of our business with the needs and expectations of our stakeholders and society as a whole. This statement outlines our dedication to corporate social responsibility (CSR) and our commitment to making a positive impact on the environment, communities, and individuals affected by our operations.

The company recognises that our actions as a business have broader social, economic, and environmental implications. Our objective is to integrate CSR into our business strategy, operations, and decision-making processes to create long-term value, promote sustainable development, and be a responsible organisation.

Environment

Our commitment to reduce our impact on the environment and the prevention of pollution has led the company to establish and maintain an environmental management system to the requirements of ISO 14001. This has been certified by a UKAS accredited Certification Body, who carried out annual audits to ensure we remain compliant.

Through our own monitoring and review processes we strive for continual improvement of our environmental performance and aim to reduce our carbon footprint, in line with all other company objectives.

Rackline is committed to Carbon Zero by 2050. Our approach is built on a strong commitment to sustainability and responsible business practices. This approach will encompass identifying sources of emissions, establishing reduction targets, and implementing measures that effectively mitigate carbon emissions throughout the lifecycle of the contract.

We will also prioritise sustainable procurement practices, selecting suppliers and materials based on their environmental standards and approach, with the aim to drive positive change throughout the supply chain.

By emphasising the reuse, recycling, and repurposing of materials, we aim to minimise waste generation and contribute to a more sustainable approach to resource management, contributing to and encouraging the circular economy.



Our carbon emission reduction targets are reported in our annual plan, displayed on our website.

Social Responsibility

We will prioritise the health and safety of our employees, contractors, and visitors, and have established and maintain robust health and safety management system, ensuring compliance with applicable legislation.

We will provide a safe, healthy, and inclusive work environment for our employees. We will promote fair employment practices, respect for workers' rights, and opportunities for professional growth and development.

We will engage with local communities, understanding their concerns and aspirations. We will actively contribute to community development initiatives, support local organisations, and encourage employee volunteering.

Current community initiatives include sponsorship of 3 local teams promoting gender equality and inclusion to all. Alongside volunteering for community run projects by a number of staff members.

We will foster open and transparent communication with our stakeholders, including customers, suppliers, employees, shareholders, regulators, and local communities. We will listen to their feedback, address their concerns, and integrate their perspectives into our decision-making processes.

Modern Slavery

We recognise that as a commercial organisation we have a moral and social responsibility to take a zero-tolerance approach to modern slavery.

We are committed to preventing modern slavery and human trafficking in all of its forms. This statement is made pursuant to the requirements of the Modern Slavery Act 2015 and outlines our commitment to ensuring transparency and accountability throughout our business practices.



Modern slavery is an unquestionable and indefensible violation of fundamental human rights and is incompatible with our values and ethical standards. Our objective is to eradicate modern slavery, human trafficking, forced labour, and any form of exploitation within our operations and supply chain. Our responsibilities include; compliance, prevention, transparency, collaboration, risk management, due diligence and training.

Any breach will be taken seriously, and we will establish confidential and accessible reporting mechanisms to encourage employees to raise concerns or report incidents related to modern slavery and human trafficking. Any concerns regarding modern slavery within our own business practices, or within our supply chain will be brought to the attention of the Managing Director as their capacity as anti-slavery and human trafficking officer for the company.

Please see our website for more details of our Anti Slavery Policy.

Ethical Business Practices

We will conduct our business with the highest standards of ethics, integrity, and transparency. We will adhere to all applicable legislation, and we will promote a culture of ethical behaviour and zero tolerance for corruption, bribery, and unethical practices.

We will ensure that our marketing and advertising practices are truthful, fair, and respectful. We will not engage in deceptive or misleading practices that could harm consumers or undermine public trust.

Signed

A handwritten signature in black ink, appearing to read "F. Doherty", is written over a dotted line.

Fergus Doherty
Managing Director
Signed 09 04 2024

Review Date April 2025