



## Corporate Responsibility Policy Statement

### Commitment

Philm UK Limited regards corporate responsibility as integral to how it conducts its business. It is committed to being a good corporate citizen and behaving responsibly with a demonstrated transparency of approach.

### CR Leadership

As MD, Phil Matthews will ensure that Philm UK Limited act responsibly and with care – to ensure that investors, stakeholders, suppliers, clients and the communities in which they operate are treated with respect, that all health & safety considerations are made and that the companies operations benefit the environments in which it operates.

### Environmental

The company pays particular attention to energy consumption, water consumption, greenhouse gas emissions, waste generation and reducing the proportion of its wastes which are disposed of to landfill, all being aspects where improvements offer commercial as well as environmental benefits.

### Health & Safety

Philm UK is committed to operating in a safe manner at all times and to ensure that all employees and Associates follow the appropriate Safe Method of Working. Philm UK Limited will monitor and investigate any accidents that occur amongst employees and contractors where they are undertaking work on behalf of Philm UK Limited and report the findings as appropriate – making changes to operations where necessary.

### Community giving

The company seeks to donate 5% of any overall profit to local community projects each year. This will be in either direct cash donations or as time volunteered. The company will not however, make political donations.

A handwritten signature in black ink, appearing to read 'Phil Matthews', is written over a horizontal line.

Phill Matthews 02/02/2006