



Corporate Social Responsibility Report

Surgitrac Instruments UK Limited recognises that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, investors, suppliers, the community and the environment.

- We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.
- We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.
- We shall be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.
- The Group Business Development Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance on this policy rests with all employees throughout the company.

Our company focus:

- We shall ensure a high level of business performance while minimising and effectively managing risk ensuring that we uphold the values of honesty, partnership and fairness in our relationships with all our stakeholders
- Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship and will operate in a way that safeguards against unfair business practices
- We shall encourage suppliers and contractors to adopt responsible business policies and practices
- We shall encourage dialogue with local communities for mutual benefit
- We will register and resolve customer complaints in accordance with our ISO 13485 QMS.
- We shall support and encourage our employees to help local community organisations and activities in our region, particularly our employee chosen charities.
- We shall operate an equal opportunities policy for all present and potential future employees and will offer our employees clear and fair terms of employment and provide resources to enable their continual development
- We shall maintain a clear and fair employee remuneration policy and shall maintain employee consultation and business involvement
- We shall provide safeguards to ensure that all employees of whatever nationality, colour, race or religious belief are treated with respect and without sexual, physical or mental harassment

Surgitrac® Instruments UK Limited – Manufacturers of specialist surgical instruments

10 Wharfside Business Park, Irlam Wharf Road, Manchester M44 5PN
Tel: +44 (0)161 776 7626 Fax: +44 (0)161 776 7616 www.surgitrac.com
Company Registered in England and Wales No. 03005986. VAT Reg No. 638 814 021



- We shall provide, and strive to maintain, a clean, healthy and safe working environment in line with our Health and Safety policy.
- We shall develop Environmental policies and objectives as part of the business planning cycle.

Donations and aid

Our company may preserve a budget to make monetary donations. These donations will aim to:

- Alleviate those in need.
- Support local charities
- Donate to medical missions specific to our sector
- Actively promote donations and aid

Examples

<http://www.surgitrac.com/news-events/helping-save-sight-africa-vision-2020/>

Volunteering

Our company will encourage its employees to volunteer. Our company may sponsor volunteering events from other organizations.

Preserving the environment

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Using environmentally-friendly technologies

Supporting the community

Our company may initiate and support community investment and educational programs. . It may provide support to non-profit organizations or movements to promote cultural and economic development of global and local communities.

Learning

We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.

We will readily act to promote our identity as a socially aware and responsible business. Management must communicate this policy on all levels.

Agreed by: Steve Bourne
Group Business Development Director

Date: 12th January 2018