FIBREREVOLUTION
sustainable products & packaging

Fibre Revolution Ltd is committed to our Corporate and Social Responsibilities, fully recognising the impacts our services and products may have on the environment and community.

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1	Purpose	1

1.1   The purpose of this policy is to set out Fibre Revolution's approach and commitment to our corporate and social responsibility.

1.2   The policy supports the company's strategic direction and serves as a basis for establishing our supporting programmes and initiatives.

2	Scope	1

2.1   This policy applies to all activities of Fibre Revolution Ltd and our impact on society, the environment and the economy.

3	Definitions	1

3.1   **Corporate responsibility**
This is the impact that an organisation makes on society, the environment and the economy.

3.2   **Social responsibility**
This is an ethical concept in which an organisation works for the benefit of the community. It is often combined with corporate responsibility to provide an amalgamated framework for corporate and social responsibility (CSR).

3.3   **Sustainable procurement**
This is the integration of corporate and social responsibility into an organisation's procurement processes and decisions.

4	Policy Statement	2 - 3

Fibre Revolution's corporate and social responsibility is based on four fundamental areas of focus.

Our corporate and social responsibility programme is the start of our journey towards a sustainable future which supports a healthy, thriving world and promotes well-being for us all, for generations to come. Our ambitions have been structured into the 5 R's (reduce, rethink, research, recycle and restore) which form the cornerstone of our sustainability program and pillars of our corporate and social responsibility.

Corporate and Social Responsibility Pillars:

1. **Environment**
    Fibre Revolution follows the principles of ISO 14001 Environmental Management System.

2. **Modern Slavery and Human Rights.**

    Fibre Revolution is committed to the International Labour Organisation (ILO) code of practice and 11 indicators of modern slavery and to the Ethical Trade Initiative (ETI) base code; we follow the SMETA (Sedex Members Ethical Trade Audit) audit and best practice guidance. It is our strategic goal to ensure that our supply chain does not compromise these social compliance and ethical employment standards whilst recognising the diversity and local laws employed in each region of our supply.

    Our labour standards and ethical trade policy is shared on our website:
    https://www.fibrerevolution.com/policies-statements

3. Sustainable Procurement

Fibre Revolution sources product globally and has initiated a due diligence process as part of our supplier approval and on-going evaluation process.

4. People and Community

Fibre Revolution encourages equality, diversity and inclusion throughout its business and has employee wellbeing and support platforms; these provide information, knowledge, inspiration and practical tools to enhance overall wellbeing covering mental clarity, physical vitality and emotional resilience.

Through our Group HR and sustainability programmes we have several initiatives that support our community, local businesses and charities.

5	Responsibilities	3

5.1 *Board*

The board and non-executive directors provide support and strategic direction for the company's corporate responsibility.

5.2 *Departmental Managers*

Departmental managers are responsible for ensuring:
- Staff understand the processes, policies and procedures in each of their departments.
- That any social compliance management training (including induction and policy training) is recorded on the company trianing platform.
- Educating and working with staff to ensure they understand how their role within the company supports the policy.

5.3 *Technical Department*

The technical department is responsible for:
- Management of the management systems.
- Managing the management review.
- Data analysis and reporting of the company management system performance.
- Tracking and follow up of objective progress and management review actions.

5.4 *Employees*

Employees are required to comply with the company's policies and procedures as set out in their employment contract, handbook, and training plans.

6	Communication	4

This policy is communicated through the company shared drive/intranet and company website (https://fibre-revolution.com/) and will be made available to all interested parties.

Signature:

Place of Issue: Bourne, PE10 0DN, UK

Name: Neil Wilson

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Position: Executive Director

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