

## **Corporate and Social Responsibility Policy**

### **Policy brief & purpose**

Dextra Group plc is a privately owned organisation and as a large employer our corporate and social responsibility (CSR) is important to us.

We are committed to ethical and sustainable business practices and adopting responsible behaviours that supports are core values. This means we take account of our social, economic and environmental impact. CSR benefits the environment, our employees, customers and communities in which we operate.

### **Scope**

This policy applies to Dextra Group plc and all subsidiary companies.

### **Policy elements**

We aim to be a responsible business that meets the highest standards of ethics and professionalism.

There are four strands to Dextra Group's corporate and social responsibility: Compliance, People, The Environment and Community.

### **1. Compliance**

#### **Legality**

Dextra Group will:

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

#### **Business ethics**

Dextra Group will always conduct business with integrity.

We seek out the most advantageous procurement route for all components, processes and

business supplies. We check against important criteria like financial stability and environmental compliance, safety and fair dealing. For further information view our [Responsible Procurement Policy](#).

We show respect toward employees and customers. View our [Anti Harassment and Bullying Policy](#)

We follow anti-bribery and anti-corruption practices. View our [Anti Bribery and Corruption Policy](#)

## **2. People**

Dextra Group aim's to create a workplace that supports diversity and equal opportunities for all, and is committed to the health, safety and well being of our employees and visitors. For further information view our [H&S Policy](#), [Alcohol and Drug Policy](#) and [EDI Policy](#).

Dextra Group is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices and will ensure that our activities do not directly or indirectly violate human rights. We ensure our wages stay above the minimum living wage. For further information view our [Modern Slavery Statement](#), [Labour and Standards and Industrial Relations Policy](#) and [Disciplinary Policy](#)

### **Development**

Dextra Group is committed to continuous employee development via nationally accredited in-house training schemes and apprenticeships.

### **Well-Being**

Employee wellbeing encompasses mental, physical, emotional, and economic health, influenced by workplace relationships, resources, and decisions. It is enhanced by a positive culture prioritising wellbeing, motivation, and benefits like financial support and health aids.

Financial benefits – increased employer pension contribution, pension workshops and retirement planning

Health benefits include well-being meetings, life insurance, corporate gym membership discount, Cash Health Plan and Employee Assistance Programme, Cycle to Work scheme and Occupational Health.

## **3. The Environment**

Dextra Group is committed to reducing the direct impact on the environment by actively managing our waste, emissions and consumption of natural resources and has introduced a carbon offsetting programme.

Find out more:

- Environmental Policy [View Policy](#)
- Sustainable Manufacturing [Sustainable Manufacturing - Dextra Group](#)
- Circular Economy [TM66 Circular Economy - Dextra Group](#)
- Embodied Carbon [TM65 Embodied Carbon - Dextra Group](#)
- Recycling [Dexreco - Dextra Group](#)

#### 4. Community

Dextra Group actively supports local businesses, organisations and the communities in which we operate. Find out more here: [Community - Dextra Group](#)

**In conclusion, we are committed to ethical and sustainable business practices and adopting responsible behaviours that supports are core values.**

DEVELOPMENT  
SERVICE  
EXPERTISE  
SUSTAINABILITY  
INTEGRITY  
QUALITY

Our Values offer us direction on a day-to-day basis, helping us to make correct decisions about how we manufacture our products, work with our clients, treat our team members, connect with our local communities and minimise our impact on the environment.