

### Corporate Social Responsibility Policy

The Directors of Spicer Consulting believe that Corporate Social Responsibility is about the sustainable development of our business – balancing our responsibilities to our shareholders, to our customers, our suppliers and to the environment.

We are committed to manufacturing our products responsibly. We believe that high workplace standards, good health and safety, fair pay and a good workplace environment are all elements of a professionally-run business.

We believe that products should be manufactured from raw materials that have been extracted and handled using methods sensitive to the local environment. We will not knowingly purchase materials that:

- directly or indirectly finance armed conflict or illegal military operations
- support regimes or systems of work that abuse or suspend the human rights of the workers involved
- cause excessive damage to the environment
- have been involved in fraud, corruption or a contravention of local or international law.

We are actively trying to avoid using suppliers who cannot guarantee that they are not using the Conflict Minerals in the products they supply to us, or who have not taken steps towards investigating this obligation themselves.

We have producer obligations under the WEEE legislation as a supplier of electrical and electronic equipment, and we are committed to the proper handling of and disposal of electronic waste from our business.

We are committed to using the correct recycling channels for all other types of recyclable waste from our business, and we re-use packaging materials where practicable.



DIRECTOR

24 September, 2019  
(next review due Sept 2020)