



CORPORATE SOCIAL RESPONSIBILITY STATEMENT

As a long established shipping and logistics business, **Streamline Shipping Group** (the Company) recognises that businesses operate in the context of the local community and the local and wider environment. Whilst the Company is obviously accountable to its shareholders, it takes into account the interests of all of its stakeholders including our employees, customers, suppliers, and of course, the local community. This Corporate Social Responsibility (CSR) statement is intended to provide an overview of our values and how, in turn, we aim to make a positive impact by promoting them.

Our **employees** are particularly important to us and we do our best to look after them. That means that we provide decent working conditions and pay, relevant training, and equipment to enable them to work safely and effectively. We pride ourselves on an open management style that allows everyone to have their say and respects all individuals regardless of their role.

The company is committed to a policy of **equal opportunity** and diversity in employment, and to this end, every effort is made to select, recruit, train and promote the best candidates based on suitability for the job. As a responsible and ethical employer, Streamline Shipping Group takes a robust approach to preventing any form of personal abuse in the workplace, and besides this policy statement, we have other policies in place relating to discrimination, bullying and sexual harassment.

We expect our staff to behave ethically in conducting business and thus we make them aware of our policies in relation to bribery (including acceptance of inappropriate gifts), and human trafficking.

All employees are eligible to participate in lifestyle and wellbeing benefits, such as:

- Health Care Plans
- Discounted Medical Health Screening
- Cycle to Work Scheme
- Employee Assistance Programme

The **health and safety, welfare and wellbeing** of our employees is of paramount importance to us. It is our policy to create and improve standards of health and safety, which will lead to the avoidance and reduction of risks and ensure that the company complies with all Health and Safety legislation. To ensure that adequate arrangements are in place the Company has established management systems which meet the requirements of ISO 45001:2018.

The Company realises that the proper management of the **environmental impact** of its operations make good business sense. Our main objective is to minimise our carbon footprint and any negative impact we may have on the environment and we are thus committed to the following:

- meeting or exceeding the requirements of relevant legislative, regulatory and environmental codes of practice
- identifying, reducing and disposing of waste from our operations in a manner that minimises harm to the environment and prevents pollution of land, air and water



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- reduction of energy use, and use of renewable and/or recyclable resources where practicable
- maintenance and revision of our environmental policy, which is reviewed on a regular basis, in order to set environmental objectives and targets for continuous improvement.

To facilitate the achievement of these objectives, the Company has established management systems which meet the requirements of ISO 14001:2015.

The Company is committed to ensuring the **Integrity and Security of its Business Information** with particular attention given to personal and sensitive data where security failures could have serious repercussions. Policies and procedures have been developed in accordance with the requirements of GDPR and an assessment of risks to data security that might exist within the Company's operating environment. Responsibility for information security sits with the local management teams. The IT and Systems Coordinator is responsible for the strategic management of information security, including risk management, and the implementation and enforcement of IT related policies.

Customers are of course the lifeblood of our business and we aim to recognise this by providing high standards of service at all times. Many of our customers have been with us for a long time, which we believe is testimony to the personal and professional manner in which we work to meet their needs. We have built strong working relationships with them, and it is our firm determination that we not only maintain these, but also develop new ones. To reinforce our commitment to customer satisfaction we have established management systems to meet the requirements of ISO 9001:2015.

The Company seeks to be honest and fair in its relationships with **Suppliers and Subcontractors**. To that end we pay suppliers and subcontractors in accordance with agreed terms. As a matter of policy we will not offer, pay or accept bribes or substantial favours and we require our suppliers and subcontractors to abide by the same standards and principles.

As a company we care about our **Local Communities** and aim to do our bit to make them better places to live and do business. Our contribution to the local economy is not just by providing employment opportunities but also through support of local community cultural and social activities. We do this, by means of financial sponsorship, and in practical ways such as providing transport for events.

With its wealth of experience in the shipping and haulage industry, the Company regularly engages with **relevant trade bodies** such the Freight Transport Association, Harbour Boards, and Port Safety Groups on issues such as legislative compliance, operational standards and health and safety.

Signed

Douglas Gray – Managing Director

Date 24th January 2024