



MP009 – Corporate Social Responsibility Policy

This policy is supported by the Board of Directors and demonstrates the importance placed on Corporate Social Responsibility (CSR) by the business. We are committed to ethical and sustainable business practices, which means that we take account of our social, economic and environmental impact. It is our view that CSR is good for the environment, our employees, our customers, our suppliers and the local community.

There are 4 main elements to our CSR activities:-

1. Environmental

We are committed to reducing our direct impact on the environment by actively managing our waste, emissions and consumption of natural resources, and are accredited to ISO14001:2015.

2. People

We aim to create a workplace that encourages diversity and equal opportunities for all. We actively encourage professional development through training and mentoring, and support employee health, safety and wellbeing.

3. Procurement

We aim to identify the most advantageous procurement route for the life of our projects using trusted supply chain partners. We aim to work with our suppliers to ensure that they are financially stable, environmentally aware and share our business values and aims.

4. Community

We aim to play a positive role in society both by providing local employment, and in actively supporting the businesses and communities in which we operate. We regularly provide work experience placements for students from Schools and Colleges, and support local not-for-profit organisations through outsourced work and charitable donations.

In addition, we ensure that our business respects the law, honours its internal policies, operates in a legitimate manner, operates in an open and transparent manner, and observes and enforces anti-bribery and anti-corruption practices. We have decided to publish this policy in order to bring together and recognise the range of CSR activities we are already undertaking, and to outline our future commitments under the four main elements outlined above.

Signed:- *Ian Duke*

Ian Duke - Managing Director, Linwave Technology Limited

Dated:- *7th JANUARY 2020* .

Next Review Date:- *JANUARY 2021* .