

Corporate Social Responsibility Policy

This Statement commits Radiocom's Systems Limited to manage its economic, social, and environmental impact throughout the business. Through commitment to Corporate Social Responsibility we aim to align our business values, purpose, and strategy with the needs of our clients, whilst embedding responsible and ethical principles into everything we do.

The elements of this Statement cover our approach in dealing with our clients, suppliers, and the local community principles with the objective of not only operating an effective business, but also contributing to society.

This Statement should be read in conjunction with our Environmental Policy, Quality Improvement Policy, Ethical Trading Policy, Equal Opportunities Policy, and our Health & Safety Policy

Environment

Protection of the environment in which we live and operate is part of Radiocom's Systems Limited's values and principles and we consider it to be sound business practice. Care for the environment is one of our key responsibilities and an important part of the way in which we do business.

Radiocom's Systems Limited is committed to:

- Complying with all relevant environmental legislation, regulations, and approved codes of practice
- Protecting the environment by striving to prevent and minimise our contribution to pollution
- Seeking to keep wastage to a minimum and maximise the efficient use of materials and resources
- Managing and disposing of all waste in a responsible manner
- Providing training for our staff so that we encourage an environmentally aware culture
- Operating an Environmental Management system which is dedicated to continually improving our environmental performance

Community

The Directors will aim to ensure that our work with the local community involves:

- Working with and supporting charities
- Encouraging volunteer work in community activities
- Undertaking voluntary business advisory services via professional bodies

Clients

The Directors will aim to ensure that we deal responsibly, openly, and fairly with clients and potential clients by:

- Ensuring that all documentation about the business and its activities are clear, informative, legal, decent, honest, and truthful

- Being open and honest about our business and telling customers what they want to know, including what we do to be socially responsible
- Ensuring that if something goes wrong, we will acknowledge the problem and deal with it
- We will listen to our clients so that this can help us improve the products and services we offer to them
- Ensuring that we benchmark and evaluate what we do to, constantly improve our competitive edge in the marketplace.

Suppliers

The Directors will also ensure that we deal responsibly, openly, and fairly with suppliers by:

- Ensuring that we use local suppliers as much as possible
- That we will endeavour to pay on time
- Not expecting any discounts to have a detrimental effect on our suppliers' business

The operational and ultimate responsibility for the commitment to our corporate social responsibility principles lies with the Directors. Every member of Radiocom's Systems Limited is expected to give their full co-operation to the above principles in their activities at work.



Bhupinder Sidhu
Operation Director
Radiocom's Systems Limited