



Oxford Sustainable Group Corporate and Social Responsibility Policy

Mission Statement

The Oxford Sustainable Group will conduct its business by “doing what is right.”

We will generate outstanding returns and profitability.

We will seek to ensure that our activities are sustainable for current and future generations.

We will seek to stimulate market demand for and production of sustainable solutions.

Aims and Objectives

Our Aims and Objectives are set to achieve our Mission Statement.

We will develop, measure and adjust aims, policies and objectives covering daily activities, designs, investments and final products.

A) Company Aims

We will take account of all stakeholders influenced by our activities and will enhance positive impact and minimise negative impact for these stakeholders through cost effective measures. Our policies are outlined below:

- 1) We will educate Customers and Suppliers about Sustainability, our approach and their potential contribution. We will undertake presentations, seminars, talks. Our products, documents and marketing materials will contain our message.
- 2) We will make our supply chain as sustainable as possible while balancing costs and market demand for our products. We will identify suppliers who are compliant with our Sustainability objectives and increase the percentage of business sourced from them.
- 3) We will reduce our Carbon Footprint per head and maintain this at the lowest level reasonably possible.
- 4) We have established and implemented the attached Code of Business Ethics.
- 5) We want to be a great company to work for. Committed employees produce the best results for customers and stakeholders. We encourage on-going education, pride in outstanding achievement, hard work, commitment to customer service and our Sustainability goals. We endeavour to assist employees in achieving their full potential. Internally, performance and not politics is our goal. Employees will be rewarded outstandingly for outstanding performance.



B) Product/Project Aims

We will produce Sustainable products which generate benefits for stakeholders. We will educate the market to understand and demand sustainable products, some of which we will then supply. Our current and future actions are outlined below:

- 1) We will be an intellectually leading edge company from a Sustainability viewpoint.
- 2) We will promote sustainability of design and action to a wider market through presentations, media articles and general education. This will create greater market awareness overall.
- 3) We will offer the customer the choice of sustainable products and run projects considering our Sustainability measures.
- 4) Our projects will, wherever possible, create a positive impact on the community and minimise any negative impacts.

Benefits of the CSR Policy

Sustainable development has direct links to long term value creation. A CSR policy that is suitable for the Oxford Sustainable Group will result in the creation of Stakeholder Value. We are educating the market, taking a lead in planning sustainable development and responding to the political desire and market demand for sustainable products.