

	CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT	All.09 – Rev.00
		Date: 03/04/2017

SCOPE:

Raicam recognize the need to integrate our business values and operation to meet the expectations of our clients, employees and suppliers, we recognize the importance of meeting these needs whilst at the same time respecting the needs of the community and the environment.

We will conduct all aspects of our business with honesty, integrity and openness, respecting human rights and the interests of our employees, customers and third parties.

Health & Safety

We strive to create and maintain a healthy and safe working environment providing a workplace where our workforce feels safe.

We are committed to achieving continuous improvement in Health & Safety performance thereby reducing the risk to our employees and encourage a culture for employees to raise immediately and potential Health & Safety concerns.

Our commitment is illustrated through the attainment of OHSAS 18001 certification.

Employees

We aim to deliver a fair and indiscriminate employment environment, affording individuals the opportunity to develop and advance, subject to performance and business opportunity.

We operate an equal opportunities policy for all present and future employees, we offer all employees a formal grievance procedure, through which employees can raise work-related issue.

We do not use forced labor, regardless of its form.

We do not employ any person below the age allowed by law.

We do not engage in physically abusive disciplinary practices.

An internal behavior code for employees is available in the Company "Employee Handbook".

Clients

Our business and livelihood depends on our clients. We strive to provide a high quality product / service to our customers together with good value for money.

We acknowledge all customer feedback, and constantly strive to swiftly resolve any open items and track any open customer concerns monthly and keep customers informed from initial point of contact to closure.

Environment

Our objective is to endeavor to reduce our impact upon the environment, through a commitment to continually improve directed at reducing our environmental footprint wherever possible. We recycle waste streams such as steels, wood and cardboards.

Our commitment is illustrated through the attainment of ISO 14001 certification.



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Suppliers

We encourage our supply chain to adopt a responsible philosophy, ensuring goods, service and working conditions are attributed to an ethical practice.

We do not support the procurement of goods and or services from a supply base that incorporates child labour, forced or bonded labour or forced overtime.

Supplier Quality Manual and Terms and Conditions of Purchase documents are in line with these requests.

Community

We are committed to making a positive impact on the communities in which we operate; we support employees in fundraising for charities, recognizing the benefits for the community and the employees themselves.

We act exclusively within the bounds of the applicable laws and in particular to observe the rules of fair competition.

Our Ethic Code include a complaints policy (escalation "whistleblowing") and an anti-corruption policy. We ensure that shall commit any prohibited acts nor incite or assist third parties to commit such acts. In particular, such prohibited acts include offering, granting, demanding or accepting illicit payments, allowances or other benefits for themselves or for a third party.

Responsibility

The CEO is responsible for the implementation of this Policy, and ensuring adherence.

Monitoring each of the underlying commitments of this policy is the responsibility of the Managing Director, to ensure that our performance in respect of this policy achieved.