

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

Havwoods Global Holdings Limited (*trading as Havwoods International*) is a leading wholesaler of timber flooring and cladding materials, originating from Lancashire in the United Kingdom with further operations in Italy, Germany, The United States of America, Canada and Australia.

Still a family-owned business, and with the assistance of a number of stakeholders throughout the globe, **Havwoods International** now employ over 100 members of staff, many having been employed for 5-10 years or more.

Havwoods International understanding of the term 'responsible employee relations' signifies that our primary aim is to generate profits in order to contribute positively to maintaining and creating jobs. And this must be done in a decent way – we keep our promises, we perform to the best of our ability by mobilizing all knowledge and competences and we take responsibility.

Furthermore we want to be a social-minded company in the local community where we focus on job satisfaction and a good atmosphere, health-care and the inclusive labour market both for present and new employees. We believe that learning, training and competence development are important factors in the ongoing professional, commercial and social development of the company and the job satisfaction of the individual employees.

Job satisfaction, health care and safety are important elements in our strategies and policies in order to create improvements in areas such as absence due to sickness, dismissals, retention of seniors, personal development reviews, competence development and working environment.

Our corporate social responsibility is based on our business principles and values which combined reflect our position towards the code of conduct we want to signal through the way we do business. The way in which we conduct our business is based on values such as openness, trust, respect and responsibility.

This means that we maintain respect for the law, respect for the environment, respect for people and their rights and we take responsibility for minimizing our energy consumption and for ensuring a safe and healthy working environment with job satisfaction for our staff. Thus our focus and objectives about improvements concern corporate and social responsibility with human rights and anti-corruption, environment and energy as well as employee conditions.

- Havwoods International** is committed to implement and comply with the social, health and safety requirements defined by government legislation, the safety and labour issues which are based in fundamental ILO (*International Labour Organization*) Conventions and we abide by the rules and regulations laid down in the standards of the FSC® (FSC-C009500) (*Forestry Stewardship Council*®) and PEFC™ (PEFC/16-37-1417) (*Program for the Endorsement of Forest Commission*™) non-governmental organizations.
- Havwoods International** ensures workers' freedom of associations and rights for collective bargaining. These include working contracts which do not prevent workers from joining/participating in workers organizations and collective bargaining; workers' access to their representatives; transparent procedures for dismissal and bargaining with workers' representatives of legally recognized labour organizations where this is required by law.
- Havwoods International** prohibits the use of forced labour covering the organization.
- Havwoods International** ensures minimum age for the employment of employees.
- Havwoods International** ensures equal employment that covers recruitment, promotion, division of work and dismissal.
- Havwoods International** ensures occupational health and safety, including its documentation and reporting.

Oliver Whiley
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Havwoods Global Holdings Limited

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