

Corporate Social Responsibility and Ethical Business Policy Statement

At Baseline Environmental Management Ltd we recognise that we do not operate in isolation. The decisions we make and the work we do can have a long reach and a variety of impacts. BEM will always operate with the ethos of being a 'good neighbour'. We will always work in a manner that does not exploit the vulnerable, does not discriminate, prevents harm and promotes positivity.

We will not knowingly use products or services that cause avoidable harm or damage – neither to people or the environment.

We will investigate potential service providers and products, *before* they are utilised or purchased, to ensure our CSREB policy is not compromised.

Any complaints or accusations about our CSREB performance will be investigated and any findings will be openly and honestly reviewed. Where complaints or accusations are found to be reasonable, corrective actions will be implemented and operating methods will be changed.

We will always pay people who work for us a legal and fair wage for the work they do in the environment they are working. We will not support organisations or practices that do not value the people or places they operate.

We will identify and promote suitable local and global initiatives that in the view of BEM meet our CSREB standards. This will be achieved through the way we conduct our day to day business operations and through actively promoting the goals of external parties who we believe to be carrying out positive actions around the World.

At the end of each financial year a proportion of BEM turnover will be used to support global projects that further social responsibility, social justice or ethical trading.

This policy is reinforced with methods and practices that are available for review under audit.



Stephen McAuliffe, Managing Director

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Signed electronically, to verify: steve@bemlimited.com