



Industrial Chemicals Limited
Titan Works, Hogg Lane, Grays, Essex, RM17 5DU, UK
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Corporate Social & Responsibility Policy Statement

Industrial Chemicals Group Limited (ICGL) incorporating Industrial Chemicals Limited is committed to managing its business to the highest standards of social responsibility across our global supply chain. The Group will endeavour to treat each area of its business with declared values that recognise the need for social responsibility. This is reflected in the way in which the company interacts with employees, suppliers, customers, local communities and other stakeholders. All of which is essential in creating and maintaining a sustainable future. This Policy statement briefly summarises the Group's commitments in this regard.

Human Rights

Industrial Chemicals Group is committed to the application of the principles expressed in the United Nations Declaration of Human Rights (and its protocols) and also the fundamental Principles and Rights at Work developed by the International Labour Organisation in all of the countries in which the Group has (or will have) a presence in respect to the following:

Freedom of Association

The Group recognises the right of our employees to become or remain a member of a Trade Union. The Group will also recognise the right of their representatives to negotiate and bargain collectively on their behalf. In circumstances where the Freedom of Association and Collective Bargaining are restricted (or prohibited) under legislation we will work with our employees (where they wish to do so) to establish an alternative means of representation that is mutually acceptable. The Group will also allow reasonable access for employee representatives and also ensure that they do not suffer any disadvantage or discrimination as a result of their role.

Modern Slavery and Human Trafficking

The Group statement on Modern Slavery and Human Trafficking is available on request and displayed on the company website. This is update annually in accordance with relevant legislation.

Child Labour

The Group will not employ in any capacity any individual who has not either reached the mandatory school leaving age or the minimum age set for employment in any country in which we operate. Notwithstanding the above and subject to a rigorous and dedicated Health and Safety Assessment, the Group will support initiatives such as work experience and summer employment for school, college and university students intended to provide the participants with an introduction to business and the marketplace.

Forced Labour & Abuse

Industrial Chemicals Group is committed to treating its employees in a humane manner and will not countenance or condone forced labour or physical abuse. The Group will not tolerate any other form of abusive behaviour not in respect to its employees, but also in respect to those with whom we conduct business including, suppliers, customers, local officials, national officials and local communities.

Employee Respect

Industrial Chemicals Group values the contribution made to business by its employees. The Group is committed to creating and maintaining a working environment which is safe, respects individuality, is non-discriminatory, appoints and promotes people on the basis of suitability, rewards fairly, encourages personal & professional development and has an effective mechanism of communication.

Diversity and non-Discrimination

We value the differences reflected in our workforce.

We are committed to a working environment which rejects discrimination on any grounds and to the elimination of any unfair practices which may arise in our day-to-day conduct of the business, whether it is through recruitment, internal promotion, selection for training or any other activity.

In addition, we are committed to treating fairly and without prejudice those with whom we have contact externally – suppliers, customers, members of our local communities and any other third party individuals or groups.

Fair Compensation

We will ensure that that the rate of pay for the standard working week (or part thereof in the case of part-time employees) in each country in which we operate at least matches the minimum standard set by its government or legislature. Our goal is to match or improvement upon the living wage.

In the event that no such standard is in place, we will make use of accepted industry standards or recognised norms in determining or adjusting the relevant pay rates.

We will maintain our practice of reviewing all wage and salary levels in accordance with the relevant collective agreements or, where none exist, at appropriately regular intervals.

Employee Development

Continuous training and development of our employees is a key objective of the organisation, with each employee encouraged to reach his/her potential. Industrial Chemicals Group supports learning and development programmes reflecting the necessity to constantly review and, where necessary raise, the standards of business performance and encourage the exchange of “best practice”, knowledge and skill transfer, health and safety, commitment and motivation levels and ensure that the Group’s business ethics and standards are fully understood by all and reflected in their day-to-day conduct.

Internal Communication

We value regular meetings with our employees conducted in an open and constructive manner to exchange views on areas which affect the business including Health & Safety, Environmental Issues, working conditions, terms & conditions of employment and the performance of the business. This has been restricted by Coronavirus, but alternative avenues of communication have been adopted where practical.

Community Involvement

Industrial Chemicals has a number of plants within the UK and a plant in the USA. We understand that no matter where our plants are located, they are part of the local community and also can have an affect on the local environment as well.

As a socially responsible organisation, the Group is committed to developing a constructive and mutually supportive relationship with the local communities. As a result of this, appropriate community activities and involvement are both encouraged. One of the key roles for the site managers is to represent the company within the local community. To date, this has included charitable donations and involvement in residential association meetings.

The Environmental and Health & Safety Policies are addressed within their own statements.

For further Information:

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www.icgl.co.uk