

Corporate Social Responsibility and Supplier Code of Conduct

Weatherhaven recognises our Corporate Social Responsibilities and has specific policies about the Environment, Health and Safety, Social Values, Anti-Bribery and Corruption, Human Trafficking and Modern Slavery, and Equality, Diversity and Inclusion.

Environmental Policy

All Weatherhaven core products are designed for longevity, with in-service usage for extended periods of time and expected operation in the field for 40 years. Our products are designed for use in environmentally sensitive areas such as the polar regions to minimise their environmental impact. Weatherhaven equipment is also designed with the objective of reducing the total transportation footprint of equipment thereby reducing its carbon footprint. Our design philosophy has been proven in the field with many examples of long service life over a wide range of products.

We believe that businesses are responsible for achieving good environmental practice and operating in a sustainable manner. We are therefore committed to reducing the negative environmental impacts of our activities. This is achieved through understanding and improving our environmental performance and engaging management, employees and our suppliers in the process.

Weatherhaven implements and will further seek to:

- Meet compliance levels for all appropriate environmental legislation and other requirements relating to the activities of the company
- Monitor all facilities for prevention of pollution
- Continually improve our environmental performance
- Maximise the efficient use of raw materials
- Minimise waste generation through re-use and recycling
- Utilise energy more efficiently to reduce use of fossil fuels and the production of associated greenhouse gas emissions
- Work with suppliers and contractors to lessen the environmental impact of their operations

Health And Safety Policy

Weatherhaven recognises its obligations under the Health and Safety at Work Act 1974 to ensure that we:

- Protect the health, safety and welfare of our employees and others who may be affected by our activities
- Meet our responsibilities as an employer to do all that is reasonably practical to prevent accidents, injuries and damage to health

Our policy is to provide and maintain a safe and healthy working environment in our workplace and minimise the risk of accidents through the provision of:

- Safe and hygienic working conditions
- Appropriate equipment and training
- Safe systems of works
- Safe handling and use of substances

It is also our policy to provide adequate control of the health and safety risks arising from our work activities. Weatherhaven will ensure this by providing information, training, and supervision as is needed for this purpose. We also acknowledge responsibility for the health and safety of other persons who may be affected by our work and activities.

It is Weatherhaven policy is to consult with employees on matters affecting their health and safety, and to prevent accidents and cases of work-related ill health. We are committed to the continual improvement of health and safety matters.

Social Values Policy

Weatherhaven strives to maintain an environment of mutual trust and understanding which provides for the well-being, education, safety, professional development, and empowerment of our employees. We have a company commitment to integrity, respect and fairness which promotes a diverse and inclusive working environment. We encourage and benefit from a diverse range of thinking from employees with varied backgrounds and at different stages in their careers.

We implement and will further seek to:

- Take part in Defence Industry led Webinars to raise awareness and promote ideas
- Support the response to the Covid-19 pandemic through the development of systems for covid-19 medical field hospital isolation facilities and infrastructure
- Assist government and private organisations in the provision of information to inform Covid-19 capacity options and where required support to the swift installation of medical field hospital isolation facilities

- Continue to follow our established environmental policy and procedures
- Ensure we contributes to a 'clean air' environment by reducing emissions associated with the business operations
- Support the local Hereford community through engagement with the new NMITE University business links events and support to local military charities
- Provide opportunities for local SMEs through sourcing of supplies and contractor works
- Provide an environment in which employees and subcontractors benefit from positive mental health and well-being
- Promote engagement in social values through our supply chain
- Contribute to the post-Covid economic and social recovery through the promotion of engineering and where possible the creation of new jobs
- Continue to support initiatives such as the Armed Forces Covenant

Anti-Bribery And Corruption Policy

Weatherhaven has strict anti-bribery and corruption ethics in line with the Bribery Act (2010). Our policy on the provision and/or acceptance of corporate hospitality follows the UK government guidelines under the Bribery Act, whereby genuine hospitality and responsible or proportionate business expenditure is allowed.

Human Trafficking And Modern Slavery Policy

Weatherhaven is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking violations in our own operations, our supply chain and our products. We have zero tolerance towards slavery and require our supply chain to comply with our values. As part of our efforts to monitor and reduce risk of slavery and human trafficking in our supply chains we are asking our suppliers to sign up to our Code of Conduct.

Equality, Diversity And Inclusion Policy

Weatherhaven is committed to encouraging equality, diversity and inclusion among our workforce and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and our customers and for each employee to feel respected and able to give their best. We are also committed against unlawful discrimination of customers or the public.

Supplier Code Of Conduct

As part of Weatherhaven's Corporate Social Responsibility commitment we expect our suppliers to adhere to our principals of ethical, environmental and sustainability practices.