

COPORATE SOCIAL RESPONABILITY POLICY

(2023 - 2024)



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Statement of Principles

Greyhound Chromatography and Allied Chemicals Ltd furthermore referred to as 'Greyhound'.

Greyhound works to the principle that corporate social responsibility (CSR), is about the integrity with which a company govern itself, fulfils its mission, lives by its value, engages with its stakeholders and measures its impacts and publicly reports on its activities.

To support our established reputation for providing quality service, we operate a documented management system, focused towards the achievement of our Quality Policy and towards meeting our customers' needs.

"The Department for Trade and Industry says corporate social responsibility is about the integrity with which a company governs itself, fulfils its mission, lives by its values, engages with its stakeholders and measures its impacts and publicly reports on its activities."

Greyhound works to this principle and is committed to ensuring that company employees work in an atmosphere of mutual respect and professionalism. The Board of Directors and its managers all aim to continually improve and examine its principles and recognise that they have a responsibility to uphold these principles in practice. Our aim is to create a working culture in which each employee knows that they are valued as an individual and treated with respect and professionalism.

The Company's Code of Conduct enables its employees to conduct its business well and ensures the safe delivery of products, including Certified Reference Standards, to our customers all over the world.

Greyhound's Management System (published) enables Greyhound to continually improve general performance and encourages engagement and adoption by all employees. Compliance with the Management System is mandatory for all Greyhound employees and suppliers. Greyhound reserves the right to immediately terminate its business relationship and cancel all orders with any Supplier who does not comply with this Code of Conduct.

Compliance

Greyhound conducts regular assessments of its facilities and facilities of its Contract Manufacturers to ensure compliance with this Code of Conduct. All Suppliers are required to complete the necessary paperwork as an ongoing exercise to monitor and inspect their facilities to ensure compliance with this Code of Conduct.

It is the responsibility of the Directors of Greyhound to ensure that these policy commitments are communicated to, understood and observed by all employees. Whilst the main purpose of our policy is to raise awareness of these issues across the operation of the business, we are keen to raise awareness of these issues on a wider scale. Our policy is therefore available to or communicated to any interested parties, including visitors to our sites, government departments, stakeholders and customers.

The Board of Greyhound audit the implementation of the policy annually to ensure that the companies activities continue to comply and effective risk management is maintained.

Child Labour

Greyhound will not accept the use of child labour in its operations under any circumstances and will not purchase products from any Supplier that uses child labour.

In determining whether a labourer is a "child", Greyhound will refer to the legal minimum age for employment or the age for completing compulsory education in the country of supply. However, the minimum age shall never be younger than 16 years of age.

Greyhound welcomes and supports the development of legitimate workplace Apprenticeship programmes and supports the British government Apprenticeship scheme.

Discrimination

Greyhound employs workers based on the need for the role and the person's skills and ability to perform the job task. Employees are not recruited on the basis of personal characteristics, age, beliefs or any form of discrimination and expect its suppliers to employ Employees on the same basis. Greyhound and its suppliers shall comply with anti-discrimination laws and regulations within the country of the workplace.

Environment, Health and Safety

Greyhound's approach is to collaborate with its employees, suppliers, and customers to identify, assess and minimise the environmental, health and safety impacts resulting from the supply of consumables.

Greyhound's published environmental policy is available to interested parties.

Greyhound has maintained a long standing commitment to protect the environment and safeguard the health and welfare of its employees, customers and the general environment. Greyhound recognises that every aspect of the manufacturing business has a potential to impact the environment, human health or safety. It is Greyhound's responsibility to minimise those impacts and develop solutions people and the environment yet allow Greyhound to maintain product quality and value.

It is the policy of Greyhound Chromatography and Allied Chemicals to ensure so far as is reasonably practicable, the health, safety and welfare of all employees working for the company and other persons who may be affected by our undertakings.

The organisation will ensure a systematic approach to identifying hazards, assessing the risks, determining suitable and sufficient control measures and informing employees of the correct procedures needed to maintain a safe working environment.

Fair and Ethical Employment Practices

Greyhound and its suppliers must comply with Government Legislation and laws by providing realistic wages, benefits and reasonable working hours. Greyhound and its suppliers must compensate their employees at a rate equal to, or greater than, the agreed government minimum wage.

Greyhound does not allow its employees to exceed the government stipulated regulated working hours and observes strict limits to overtime working.

Forced or Compulsory Labour

Greyhound will not accept forced or compulsory labour in its operations under any circumstances and will not purchase product(s) from any supplier that utilises forced or compulsory labour. Every employee must be a willing worker. Forced prison labour, or work against the will of an employee, including work required as a means of political coercion or punishment for expression of political views is strictly forbidden. No employee shall be subject to corporal punishment, threats of violence, or other forms of psychological or physical harassment, abuse or coercion.

Freedom of Association

Greyhound allows its employees the rights to associate, organise and bargain collectively in a lawful and peaceful manner, without penalty or interference, and expects its suppliers to respect the same rights.

Legal Compliance

Greyhound and its Suppliers shall comply with the legal requirements and standards of their industry and the laws of the countries in which Greyhound and/or its Suppliers are doing business. Greyhound and its Suppliers shall comply with all applicable export and import requirements.

Paperwork is provided in compliance with applicable law. All merchandise accurately and clearly marked with its country or origin in compliance with applicable law.

Bribery and Corruption Management

In line with amendments to the bribery act, Greyhound's Code of Conduct includes the conduct of all Employees and Suppliers in relation to bribery and corruption.

Greyhound and its Suppliers commit to zero tolerance towards bribery and accept any consequences of breaching the policy. The policy includes, but is not limited to; bribery of government officials, commercial bribery, falsification of company books, inappropriate charitable contributions, acceptance of hospitality and travel; gifts and entertainment.

Anti-Money Laundering Statement

Greyhound Chromatography and Allied Chemicals is fully committed to fulfilling its obligations under the Money Laundering Regulations 2017, the Proceeds of Crime Act 2002, the Terrorism Act 2000 and other relevant legislation, for the purpose of combatting money laundering and terrorist financing.

To ensure compliance with the law and to ensure we know and fully understand the identity and structures of our clients we have robust anti-money laundering policies and procedures in place. Greyhound Chromatography has in place procedures to ensure that any suspicions that a money laundering offence has been or is being committed are reported to the appropriate authorities.

Payment Activity Monitoring

When receiving or transferring funds complete information about the payer and payee are sent with the transfer funds. Complete information includes, but is not limited to Name, Full Postal Address, Account Number, Unique Identifier; which allows the payment to be traced back to the payer/payee.

Payments are only made and received through recognised banking channels. This applies to all transfers of funds in any currency.

Matters of Due Diligence

We conduct due diligence enquiries on all new customers to establish and verify our customers' identity and the identity of any beneficial owners. We may also undertake such enquiries on anyone instructing us on behalf of, but who may not be our direct customers.

We generally require to see original documentation. We use third party providers who search external electronic databases as part of this diligence process.

We also undertake risk assessments for all new suppliers and customers where appropriate.

Greyhound commits to carry out business fairly, honestly and openly. Employees are aware of how to conduct themselves in their work when dealing with suppliers and customers. All potential breaches of the bribery and corruption policies are reported to Paul Massie, Managing Director.

Business is not conducted where they may be deemed to be in a conflict of interest.