



Corporate Social Responsibility Policy

Reflex believe that a commitment to the principles of corporate social responsibility (CSR) not only makes good business sense but also complements our core business strategy and corporate values. Our policy is based on the following principles:

- To minimise the impact and maximise the benefits that our work has on the environment and people around us.
- To integrate our CSR considerations into all our business decisions.
- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.

In developing our strategy and setting out our policy for the first time we aim to deliver gradual but continuous improvements in our performance every year. As a result, our approach continues to evolve as we learn lessons along the way. To help define our policy we have divided it into four key areas:

Environmental Management:

Reflex understand the importance of environmental protection and is committed to operating its business responsibly and in compliance with all environmental regulations, legislation and approved codes of practice relating to print manufacture and any area that the overall business activities encompass. Initiatives include carbon offsetting; installing wind turbines and solar panels; conversion to site-wide LED lighting.

Responsible Trading:

The Reflex Group is totally committed to driving out any acts of modern-day slavery and human trafficking from within its own business and supply chains. The company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. Reflex sites are also members of SEDEX and are subject to external audits which challenge and verify the systems and culture of the business.



People:

We strive to ensure all colleagues enjoy their work and provide opportunities to delight our customers through their actions and endeavours. As such, we continue to invest in our people through comprehensive training programmes and apprenticeships.

The safety, health and well-being at work of Reflex's people is imperative for our business and central to its success. Its performance is a key indicator of organisational excellence. We believe that all incidents and work-related health issues are preventable and that every person in the business has a part to play in delivering improvement. We continually seek to achieve improvement in risk prevention, reduction of loss and prevention of harm. We aim to provide our employees with a safe and healthy environment ensuring everyone has the knowledge and ability to work safely.

Community:

We aim to develop and engage with our communities in the promotion of healthy living and well-being through sponsorship and supporting local events. We currently sponsor sports teams local to many of our sites, provide charitable donations and have our very own cycling team to promote healthy living to our employees and the wider community.



I. Kendall

Managing Director

