Ireland Alloys Ltd

Corporate and Social Responsibility (CSR) Policy

1. Policy Statement

At **Ireland Alloys Ltd**, we are committed to operating our business responsibly, ethically, and sustainably. As a Scottish-based company, we recognise our obligations under Scottish and UK law, as well as our broader responsibilities to society, the environment, our employees, customers, and the communities in which we operate.

Our CSR approach is built on the principles of **integrity, accountability, and sustainability**, ensuring that our activities contribute positively to society and minimise any adverse environmental or social impact.

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2. Purpose

This policy sets out our commitment to:

- Ethical and transparent business practices.
- Compliance with all applicable Scottish and UK legislation.
- Responsible environmental management.
- Respect for human rights and fair labour practices.
- Supporting local communities and the Scottish economy.
- Continuous improvement in our corporate responsibility performance.

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3. Scope

This policy applies to:

- All employees, contractors, and directors of Ireland Alloys Ltd.
- All suppliers, business partners, and stakeholders with whom we engage.
- All operational sites and activities within Scotland and beyond.

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4. Legal and Regulatory Compliance

Ireland Alloys Ltd complies with all relevant Scottish and UK laws and regulations, including but not limited to:

- **Companies Act 2006**.
- **Health and Safety at Work etc. Act 1974 (Scotland)**.
- **Environmental Protection Act 1990**.
- **Waste (Scotland) Regulations 2012**.
- **Modern Slavery Act 2015**.
- **Equality Act 2010**.
- **Human Rights Act 1998**.

We maintain transparent governance and ensure that our business operations meet or exceed statutory and regulatory requirements.

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5. Our CSR Commitments

5.1 Ethical Business Practices

- Conduct all business with honesty, fairness, and integrity.
- Avoid bribery, corruption, and conflicts of interest.
- Uphold robust anti-fraud and anti-bribery policies.
- Ensure all financial reporting is accurate and transparent.

5.2 Environmental Responsibility

As a company involved in metal recycling and processing, we play an active role in the circular economy. We commit to:

- Minimising waste and pollution.
- Promoting the reuse and recycling of materials.
- Managing energy, water, and raw materials efficiently.
- Complying with all Scottish environmental regulations.
- Continuously improving our environmental performance through monitoring and innovation.

5.3 People and Employment

We value our employees as our most important asset and are committed to:

- Providing a safe and healthy workplace in line with the **Health and Safety at Work etc. Act 1974**.
- Promoting equality, diversity, and inclusion across the company.
- Ensuring fair pay and working conditions.
- Prohibiting discrimination, harassment, and victimisation.
- Providing training and development opportunities for all employees.

5.4 Human Rights and Labour Standards

- Support and respect internationally recognised human rights principles.
- Prohibit the use of forced, bonded, or child labour.

- Uphold workers' rights to freedom of association and collective bargaining.
- Apply the standards of the **Modern Slavery Act 2015** and ensure compliance within our supply chain.

5.5 Community Engagement

We are proud to be part of the Scottish business community and commit to:

- Supporting local employment and training opportunities.
- Engaging with local suppliers and contractors where possible.
- Contributing to local community initiatives and charities.
- Encouraging staff participation in volunteer and community projects.

5.6 Supply Chain Responsibility

- Work with suppliers who share our commitment to ethical conduct and sustainability.
- Include CSR and ethical standards in supplier selection and review processes.
- Conduct due diligence and audits to ensure compliance.

5.7 Health and Safety

- Maintain a proactive health and safety culture.
- Regularly review and update risk assessments and safety procedures.
- Provide appropriate safety training and personal protective equipment (PPE).
- Investigate and act on all incidents to prevent recurrence.

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6. Implementation and Governance

The **Board of Directors** is responsible for overseeing the implementation of this CSR Policy. Managers at all levels are responsible for embedding CSR principles into day-to-day business operations. All employees are expected to uphold these standards and report any concerns to management.

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7. Communication and Transparency

- This policy will be publicly available on our website and shared with employees, clients, and partners.
- We will communicate our CSR initiatives and progress transparently through internal updates and external reports.

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8. Monitoring and Continuous Improvement

We will:

- Review this policy annually to ensure it remains current and effective.
- Set measurable objectives for improving CSR performance.
- Monitor and report progress to the Board.
- Encourage feedback from employees, customers, and stakeholders.

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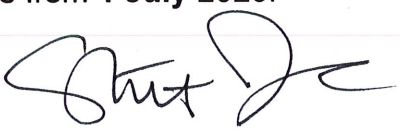
9. Approval

This policy has been approved by the **Board of Directors** of Ireland Alloys Ltd and is effective from **1 July 2026**.

Signed: 

Stuart Douglas
Managing Director
Ireland Alloys Ltd
1.7.26