



Introduction to Corporate Social Responsibility (CSR)

CSR refers to the way in which businesses regulate themselves in order to ensure that all of their activities positively affect society as a whole. CSR policies aim to guarantee that companies work ethically, considering human rights as well as the social, economic and environmental impacts of what they do as a business. Businesses should meet, and aim to exceed, any relevant legislation, and if legislation does not exist in a particular area, the company should ensure they carry out best practices anyway.

RARUK Holdings Limited, R A Rodriguez (UK) Limited, RARUK Automation Limited and Drive Lines Technologies Limited are committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

Policy

As a responsible supplier of precision bearings, transmission components, robotics/automation systems and allied products we believe that the long-term future of the RARUK Group of Companies is best served by respecting the interests of all our stakeholders: employees, partners, clients, suppliers and the wider community. We look actively for opportunities to contribute to the wellbeing of the local community and society as a whole. Our Corporate Social Responsibility policy sets out the principles we follow and the programmes we have developed to focus on the areas where we have significant impact or influence.

Looking after Employees

Our employees are our greatest asset. We are committed to providing a framework that will allow existing and future staff members to develop within the organisation. Policies and practices in place to support this include:

- Outsourcing of Health and Safety and Employment Law advice to Peninsula Group
- Practice of identifying talent within the business and promoting from within
- Employment benefits that exceed minimum requirements and encourage staff retention
- Provision of Private Health Care, including access to Employee support programmes and use of Govox Wellbeing & Mental Health Platform
- Anti-Bribery Policy
- Anti-Tax Evasion Policy
- Whistle-blower Policy
- Personal harassment policy and procedure
- Equality, Inclusion and Diversity policy

Standards & Principles

Basic standards of conduct

We are committed to providing precision components and automation products to the best of UK and European manufacturing. All products are to be sourced from quality manufacturing partners and supplied to our customer base with a high level of technical support, integrity and service. We will not offer, give, seek or receive, either directly or indirectly, inducements or other improper advantages for business or financial gain and no employee may offer, seek, give or receive any gift or payment which is, or could be, construed as such. Our Anti-Bribery policy provides more information on our stance in this regard.

Respect

The business, and its employees, will work within a robust environment of mutual trust and respect. This includes, but is not limited to, respect for colleagues, contractors, suppliers and clients.

Honesty and accountability

We will communicate our policies, objectives and performance openly and honestly to our employees and to others with an interest in our activities, including clients and suppliers. We will encourage them to communicate with us and will seek their views. Our whistle blowing policy exists to provide a framework for our employees to raise any concerns in this regard.

Sustainable progress

We are committed to improving our performance. We will take into account technical developments, changing scientific evidence, costs and client concerns and expectations in the development and implementation of all new social and environmental policies and procedures.

Demonstrable compliance

As a minimum, we will meet or exceed all relevant legislation. Where no legislation exists we will seek to develop and implement our own appropriate standards.

Suppliers' Standards

All suppliers we work with are carefully selected based on a number of factors, including that they operate in line with our standards and principles, provide product that is market leading technology of the highest quality and reliability and expecting that they comply with Modern Slavery Act 2015 and Bribery Act 2010. Where possible we work with suppliers who have a clear CSR policy.

In return we commit to pay our suppliers properly and in line with agreed terms and will ensure clear and open communication with suppliers at all times.

Protecting the Environment

We are committed to reducing the environmental impact that our business activities may have. We have in place an environmental policy that includes:

- Commitment to and monitoring of waste reduction, re-use and recycling.
- Encouraging the use of greener transport and ensuring company vehicles are eco friendly
- Commitment to reducing energy consumption
- Encouraging a culture of environmental mindfulness within our employees.

Community Engagement

RARUK is committed to having a positive impact in the community, both locally to our head office and in the wider UK. Recent and ongoing community activities include:

- Sponsorship of local sports clubs including, St Ives Ladies FC, Blunham Cricket Club.
- Sponsorship of local school Samuel Whitbread Football Academy.
- Donations to local schools Robert Bloomfield Academy, Samuel Whitbread Academy and John Donne Primary School to support Pupil Premium pupils.
- Regular office charity days to raise money for causes chosen by our staff.
- Supporting STEM days to encourage and empower local children to follow a career in Engineering or other STEM activities.
- Allowing senior management time away from our business to support institutions and associations whose aim is to support the wider community.