

	Document No: A130	Status: Approved
	Location: QMS01	Revision: 1.1
Title: Corporate Social Responsibility Policy	Approved by: S. Ladbrook	Date: 14/09/18
Related Standards: ISO 9001:2015		

A130 Corporate Social Responsibility Policy

Onwave UK Limited (Onwave) has a policy to conduct all our business operations to best industry standards and practices.

We meet our responsibilities through compliance with relevant legislation, applying appropriate national and international standards and establishing management control systems throughout the company and via contracts with third parties.

Onwave strive for ethical conduct throughout our operations worldwide. The company will achieve this through behaviour in accordance with six principles. These are as follows:

Honesty: to be truthful in all our endeavours; to be honest and forthright with one another and with our customers, communities, suppliers and shareholders.

Integrity: to say what we mean; to deliver what we promise; and to stand for what is right.

Respect: to treat one another with dignity and fairness; appreciating the diversity of our workforce and the uniqueness of each employee.

Trust: to build confidence through teamwork and open, candid communication.

Responsibility: to speak up- without fear of retribution – and report concerns in the workplace; including violations of laws, regulations, and company policies, and seek clarification and guidance whenever there is doubt.

Citizenship: to obey all laws of the country in which we operate and to do our part to make the communities in which we live and work better.

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1.1 Company Policies and Principles

- We maintain open and honest relations with our customers by keeping them informed of all decisions and changes as they happen.
- We recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, regulators, investors, suppliers, the community and the environment.
- We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.
- We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.
- We shall be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.
- The managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance to this policy rests with all employees throughout the company.
- We are an equal opportunities employer.
- We are proud to keep the promises we make to our customers.
- We take pride in supporting the community by using local businesses as suppliers.



Stuart Ladbrook
Managing Director
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