

## CORPORATE SOCIAL RESPONSIBILITY POLICY

Atlantic Catering & Logistics Limited is committed to the highest standards of corporate citizenship by protecting the health and safety of our employees, by safeguarding the environment and by creating a long-lasting positive impact on the communities where we do business.

### Corporate Social Responsibility Policy

ACLL believes that a strong commitment to the highest standards of corporate citizenship and sustainability strengthens our business, workforce and the communities where we operate. Social Responsibility is essential to the way we conduct business.

### Our Ethics:

- We conduct our business to the highest standards of business and personal integrity.
- We respect the laws and regulations governing our business in the communities we operate.
- We are committed to transparency and good governance.
- We believe in fair and honest competition.
- We provide training for employees to comply with our voluntary commitments, Code of Business Conduct and Ethics, Human Rights and related policies.
- We expect our contractors and suppliers to respect our Code of Business Conduct and Ethics and related policies, or to adopt equivalent standards, and to train their employees accordingly.

### Our Communities:

- We conduct Environmental and Social Impact Assessments to identify and understand the potential social, cultural and environmental impact of our operations prior to making major investments.
- We identify and assess our contributions to social and cultural changes in the areas where we operate and develop appropriate strategies to respect the rights and cultures of local communities.
- We collaborate with host civil society, businesses and other stakeholders to make lasting contributions to social development, especially in the areas of training, education and health.
- We are committed to respecting all human rights where we operate.
- We seek to minimize any negative environmental, health and safety impact on the communities we operate.

### Our People

- We support the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.
- We do not permit the employment of under-age children in our workforce or the use of forced or compulsory labor in any of our operation sites.
- We are committed to diversity and provide equal employment opportunities to all employees and job applicants regardless of race, color, sex, age, sexual orientation, belief, national origin or disability.
- We do not tolerate any form of workplace harassment including sexual harassment of an employee or employment candidate.
- We are committed to providing challenging and rewarding career opportunities to ensure that we have a skilled, capable and energized workforce.
- We provide learning opportunities for employees to maximize their potential and ensure that the company achieves its business objectives.
- The health and safety of our employees and neighbors is a paramount concern. Our Environment, Health and Safety policy addresses these areas in greater detail.

The Company routinely monitors, assesses and reports on our conformity with this policy. We require all employees to comply with this Policy and related directives and policies. We are working to ensure that our contractors and suppliers respect this policy. This policy will be reviewed periodically for continued suitability



Maud Lindsay-Gamrat  
Managing Director  
Date: 1<sup>st</sup> June 2016