OUR CSR COMMITMENT & VALUES

At GPS PE Pipe Systems, our high quality products and services help to ensure that millions of homes and businesses across the UK and the rest of the world can depend on safe, efficient management of drinking water, waste water, fuels and energy.

We recognise that everything we do contributes to these extremely important outcomes, so we are committed to challenging ourselves against a number of standards and policies to ensure we are exceeding our legal, moral and corporate obligations to all; our customers and suppliers, local and wider communities, our employees, and the environment.

As well as our policies, we believe in maintaining a strong set of values which define the culture of our business and how we interact with others:

INTEGRITY – Acting truthfully, honestly and ethically in all our activities

INCLUSIVITY AND OPENNESS – Inviting and respecting the contributions of all through teamwork and valuing diversity

COMMITMENT – Always desiring to do more and exceed the expectations of our customers and ourselves

QUALITY AND EXCELLENCE – Striving to continuously improve and develop to ensure quality and innovation in all respects

These values underpin our commitments to our stakeholders, and ensure that all of us at GPS PE Pipe Systems can continue to be proud of our ethical, responsible and sustainable business.

The policies which contribute to our corporate social responsibility commitment are:

- Health & Safety Policy
- Environment & Sustainability Policy
- Community & Charity Policy
- Quality Policy
- Our People Policy
- Ethical Trading Policy

Martin J Gisbourne
Managing Director
"Managing resources responsibly, engaging with the communities in which we operate, dealing fairly with all our stakeholders and remaining true to our vision and values are all key indicators of our success as an organisation."
HEALTH & SAFETY POLICY

At GPS PE Pipe Systems, we are committed to ensuring that health and safety is at the very top of our agenda in all of our activities.

We look both within and beyond our immediate environment to ensure that we contribute to the highest possible standards of health and safety for all our stakeholders.

OUR COMMITMENT

- Active support and participation in the creation of a positive health and safety culture at all levels within the Company, particularly at Senior Management level

- Maintain safe and healthy working places and systems of work and to protect all employees and others, including the public in so far as they come into contact with foreseeable work hazards

- Provide and maintain a safe and healthy working environment for all employees with adequate facilities and arrangements for their welfare

- Provide all employees with the information, instruction, training and supervision that they require to work safely and efficiently, and methods to assure employees understand and retain the knowledge

- Develop safety awareness amongst all employees and, as a result of this, create individual responsibility for health and safety at all levels

- Provide a safe environment for all visitors to the Company's premises, bearing in mind that these visitors may not necessarily be attuned to certain aspects of the Company's environment

- Control effectively the activity of all outside contractors when on the Company's premises. It is the intention of the Company that, apart from routine supervision and control of contractors, this aim will be achieved in part by demanding copies of the contractors' Safety Policies at the Tender stage, where appropriate

- Encourage full and effective two-way involvement and consultation on health and safety matters at all levels in the Company by utilising the management structure of the Company and the committees/forums already existing

- Ensure that this Policy is used as a practical working document and that its contents are publicised fully

- Review the details of this Policy on an annual basis and/or in line with regulatory and legislative changes

- Establish and publish specific, additional annual health and safety objectives which are realistic and measurable

- Develop an organisation which specifies the health and safety accountability of Directors, Managers, Supervisors and Employees
QUALITY POLICY

At GPS PE Pipe Systems, we are committed to continually improving the efficiency and effectiveness of our business processes and management systems.

This means ensuring that our products and services meet the requirements of our customers at all times. Maintaining excellent standards of quality supports our goal of being the supplier of choice for customers within our markets, achieving the highest level of satisfaction for all our stakeholders.

OUR COMMITMENT

- Maintain, as a minimum requirement, the ISO 9001 Quality Management System as the framework on which to continually improve our quality performance
- Comply with all product quality standards, approvals and other requirements relevant to our customers and consistent with the requirements of our business
- Develop highly skilled employees who take responsibility for the quality of their work and promote a culture of ‘right first time’ within the organization
- Work in partnership with our suppliers to promote effective supply chain management to ensure purchased products and services are delivered on time and to the correct specification
- Ensure the effective implementation of quality policies and procedures by providing appropriate information and training to our employees and encouraging their participation in business improvement activities
- Establish quality targets and objectives at all levels of the organization and report our performance against them
- Review this policy, at least once per year, as part of the Management Review Process to ensure its continuing suitability
- Ensure that the quality policy principles and objectives are communicated and available to staff at all times
At GPS PE Pipe Systems, we are committed to adopting and promoting environmental good practice throughout our business in order to operate in a sustainable manner.

The reduction of our environmental impacts and continuous improvement in our environmental performance are an integral part of our business strategy and operating methods.

**OUR COMMITMENT**

- Maintain, as a minimum requirement, the ISO 14001 Environmental Management System as the framework on which to continually improve our environmental performance
- Protect the environment by preventing pollution and promoting activities that help mitigate the effects of climate change
- Comply with, or exceed the requirements of all relevant environmental legislation and codes of practice and compliance obligations
- Make efficient use of natural resources, including gas, electricity and water to help reduce our carbon footprint
- Operate effective procedures for the reduction, reuse and recycling of waste and for the safe storage and disposal of waste that cannot be avoided
- Work in partnership with our suppliers to promote effective environmental supply management, encourage sustainability and wherever possible purchase products and services that have the least impact on the environment
- Assess the environmental impact of any new equipment, process or product we intend to introduce in advance
- Ensure the effective implementation of environmental policies and procedures by providing appropriate information and training to our employees and encourage their participation in environmental improvement activities
- Establish environmental targets and objectives and report our performance against them
- Address complaints about any breach of our Environmental Policy promptly and to the satisfaction of all interested parties
Work in partnership with our suppliers to promote effective environmental supply management, encourage sustainability and wherever possible purchase products and services that have the least impact on the environment.
At GPS PE Pipe Systems, we know that our people are fundamental to our success. We believe that championing equality and diversity, and investing in welfare and development are the keys to creating a workplace that our people feel proud of, where they feel valued and empowered to give their best at all times.

OUR COMMITMENT

- Provide every employee with a handbook which clearly sets our standards of behaviour, company rules, conditions, policies and procedures
- Give equal treatment to all current and potential employees, regardless of sex, race, disability, sexual orientation, religion or belief, age, gender assignment, marriage or civil partnership, pregnancy and maternity or paternity
- Provide suitable training and development opportunities and support
- Provide a framework for regular employee reviews with their line manager
- Provide suitable working environments in accordance with our health and safety policies
- Take a “zero tolerance” approach to dealing with bullying and harassment in the workplace
- Maintain and enforce robust disciplinary procedures to ensure the fair treatment of all employees
- Maintain robust procedures with regard to grievances and whistleblowing, and promote the appropriate use of such procedures in an open and fair manner
- Provide appropriate remuneration and benefits for every employee
- Provide appropriate support for employees suffering from medical conditions, and assist with managing their return to work
- Ensure all employees are aware of their responsibilities with regard to health, safety, quality, environment and all other procedures
- Provide training for managers to ensure that all employees are treated fairly and in accordance with the company’s policies
- Comply with both the spirit and the letter of all relevant employment law
- Ensure that the company values are understood and adopted by all

OUR VALUES

**Integrity**
Acting truthfully, honestly and ethically in all our activities

**Inclusivity and Openness**
Inviting and respecting the contributions of all through teamwork and valuing diversity

**Commitment**
Always desiring to do more and exceed the expectations of our customers and ourselves

**Quality and Excellence**
Striving to continuously improve and develop to ensure quality and innovation in all respects
At GPS PE Pipe Systems, we are committed to playing an active role in our local community, and to supporting charitable organisations which share our core values.

We believe that engaging in not-for-profit activities demonstrates our commitment to Corporate Social Responsibility, which in turn is beneficial for our employees, customers and suppliers.

**OUR COMMITMENT**

- Ensure our activities positively contribute to the local community
- Engage with local organisations and representatives in the event that we may cause any disruption to that community
- Support local education bodies with work placements, factory visits and employment fairs for local students
- Nominate appropriate charitable organisations that share our aims and values, and provide support for them through charitable donations and publicity
- Support our customers with their nominated charities through appropriate sponsorship and contributions for their charitable events
- Maintain a process by which employees can nominate other local charitable organisations for donations and support on an ad hoc basis
- Identify opportunities for our products to be used to support charitable organisations

**WaterAid**

Our current nominated charity is WaterAid, who work hard to provide clean drinking water and safe sanitation to some of the world’s poorest people, transforming the lives of millions.

Children play in clean water from their new handpump in Hambale, Zambia. Photographer credit: WaterAid/Anna Karl.
At GPS PE pipe Systems, we are committed to trading in a fair manner with all of our customers and suppliers. We take our legal and moral obligations very seriously in working to prevent acts of bribery, anti-competitive behaviour, modern slavery and illegal trading.

**CODE OF CONDUCT**

As part of the Aliaxis Group, all GPS employees are trained in and bound by the company Code of Conduct, which covers:

- **Fair & Honest Dealing**
  - with colleagues, shareholders, customers, suppliers and competitors

- **Compliance with Laws, Rules & Regulations**
  - including antitrust laws, environmental laws, discrimination laws, political process, relations with government officials, integrity of records and compliance with accounting principles

- **Conflicts of Interest**
  - Avoiding any relationship, activity, or ownership that might create a conflict between personal interests and the interests of the company

- **Corporate Opportunities**
  - Not taking any business opportunity discovered as a result of employment with the company for personal benefit

- **Protection & Proper Use of Assets & Resources**
  - Preserving and protecting the company assets and resources and to ensuring their efficient use, and only using them for legitimate business purposes

- **Confidential Information**
  - Protecting all confidential information from unauthorised disclosure, including customer, supplier, business partner and employee data

The company also has a Code of Conduct for suppliers, agents and distributors which stipulates the standards of ethical behaviour that it expects from its key business partners.
**PREVENTION OF BRIBERY POLICY**

We are committed to preventing acts of bribery, and provide training for employees to ensure they understand the various forms that bribery can take, how to prevent it, and how to identify and report suspected acts of bribery. This is supported by our policy which gives clear rules and guidance to employees on how to comply with the Bribery Act 2010.

**OUR COMMITMENT**

- Act with integrity in all our business dealings
- Do not tolerate any corrupt practices or acts of bribery
- Set clear expectations in our Code of Conduct for our suppliers, agents and distributors
- Comply with our corporate obligations under the Bribery Act 2010

We take our legal and moral obligations very seriously in working to prevent acts of bribery, anti-competitive behaviour, modern slavery and illegal trading.

**MODERN SLAVERY & HUMAN TRAFFICKING POLICY**

We do not tolerate any form of modern slavery or human trafficking within our own operations. We are also committed to protecting communities and individuals from the crime of modern slavery anywhere within our supply chain.

**OUR COMMITMENT**

- Continually evolve processes throughout our organisation that prevent the use of slavery or human trafficking, either in our own operations or across our supply chain
- Regularly review and assess the degree of risk to individuals and communities in each of our operational areas from modern slavery
- Identify and implement any steps required to prevent risks from impacting our employees or any other people connected with our supply chain
- Comply with our corporate obligations under the Modern Slavery Act 2015
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GPS PE Pipe Systems is a trading name of Glynwed Pipe Systems Ltd, Company Number 1698059.