

Company Name:	Line Up Ltd ("the Company")
Appendix No.	0
Policy Name:	Corporate Environmental & Social Responsibility Statement
Date:	05/02/2024

Corporate Environmental & Social Responsibility Statement

Environmental Requirements

Identify and monitor

- We expect our suppliers and contractors to identify, monitor and where practicable mitigate the environmental impacts of their companies' activities

Ensure compliance

- As a minimum, active management of environmental impacts involves ensuring compliance with local environmental legislation and having an environmental policy statement.
- Companies with minimal environmental impact (e.g., very small companies, service providers or simple, non-hazardous products), may only need an environmental policy statement
- Companies with significant environmental impact due to their size, activities and complexity need management practices and systems in place.

Continuous Improvement

- We expect our suppliers and contractors to take action to improve their environmental performance
- Working towards an Environmental Management System, at minimum an environmental policy statement with specific environmental objectives and targets
- Involving employees in day-to-day decisions and the development of environmental work, thus making the best possible use of an environmentally aware workforce
- Include environmental consideration in the development of new products, thus reducing environmental impact and possibly gaining market advantages and reducing costs.

Be responsive

- We expect our suppliers and contractors to provide appropriate environmental information to interested parties, including authorities, employees, shareholders and other stakeholders.

Social Requirements

Offer sufficient wages

- “Wages earned for regular working hours should be sufficient for the worker and his/her dependents to meet their basic needs.” *The United Nations' interpretation of the United Nations Universal Declaration of Human Rights*

Ensure decent working hours

- As a minimum, working hours should meet local legal requirements. It is however recommended that workers shall not regularly be required to work more than 48 hours per week and shall be provided with at least one day off for every seven-day period on average

Provide a safe and hygienic working environment

- Adequate steps must be taken to prevent accidents and injuries to health arising out of work. The causes of hazards in the working environment must be minimised. Workers shall receive regular and recorded health and safety training as required.
- Training may include safe storage, use and disposal of hazardous chemicals, safe maintenance, use of guards and personal protective equipment in relation to machinery, and minimising fire risks and safe evacuation in the event of a fire.
- It is important that breaches of health and safety regulations are recorded so that corrective and preventive actions can be taken to ensure that the regulations are adhered to in the future.

Observe the minimum age

- Companies should have systems in place to ensure that they only hire people who are over the minimum age of employment as set by ILO Conventions and local laws.

Allow no forced labour

- Employees should not be required to deposit ID papers with the employer and should be free to leave employment following a reasonable period of notice.

Allow freedom of association

- Every employee should have the opportunity to raise their concerns and negotiate solutions with management for the protection of their interests. Where the right to freedom of association and collective bargaining is restricted by law, the employer should support the development of parallel means for independent and free association and bargaining.

Ensure equal opportunities

- There is no discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, union membership or political affiliation.

Prevent abuse and harassment

- All employees should be treated with respect and not be subject to cruel treatment or punishments. This means that physical abuse, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation are prohibited. This should be clearly stated in procedures.