

## Corporate Responsibility Policy

We realise we must integrate our business values and operations to meet the expectations of our customers, employees, suppliers and the environment.

Heathfield LED's management is committed to developing and delivering this Corporate Responsibility Policy.

We also recognise that meeting social, economic and environmental responsibilities in policy and action is integral to the success of our business.

The Management Team collectively promotes the implementation of this policy. All employees share responsibility for our performance in implementing it.

We will:

- Seek and respond to the opinions and wishes of our customers.
- Be open and honest in communicating our strategies, targets, performance and governance
- Register and resolve customer complaints effectively
- Ensure effective partnerships which enable us to continue our initiatives on lighting education and environmental improvement.
- Support and encourage our employees to assist organisations in correct use of our products
- Operate an equal opportunities policy for all present and potential future employees
- Offer our employees clear and fair terms of employment and provide resources to enable their continual development
- Maintain a clear and fair employee remuneration policy and forums for employee consultation and business involvement
- Provide safeguards to ensure all employees are treated with respect and without sexual, physical or mental harassment
- Consider the balance between economic, environmental and social aspects of our business decisions against sustainable development principles.
- Operate in a way that guards against unfair business practice
- Encourage suppliers and contractors to adopt responsible business policies and practices for mutual benefit.