CORPORATE SOCIAL RESPONSIBILITY POLICY

Last reviewed: 13th July 2026

CONTRAFLOW LTD.
the standard for safety, service and support

PURPOSE & SCOPE

Corporate and Social Responsibility (CSR) refers to the way in which businesses regulate themselves in order to ensure that all of their activities positively affect society as a whole. CSR policies aim to guarantee that companies work in an ethical, and sustainable manner. It establishes the principles that guide how the Company conducts its business and interacts with employees, customers, suppliers, communities, and the environment.

This policy applies to all employees, contractors, and individuals working on behalf of the Company, as well as to business activities across all locations and operations. It also extends to the Company's supply chain and business relationships.

POLICY STATEMENT

This policy outlines the Company's commitment to Corporate Social Responsibility (CSR), ensuring that all the Company is committed to conducting its business with integrity, transparency, and accountability. It recognises its responsibility to contribute positively to society while minimising any adverse impacts of its activities. The Company will operate in compliance with all applicable laws and regulations and aims to exceed minimum standards where possible. It is committed to embedding ethical decision-making, respect for human rights, and environmental responsibility into its operations. The Company will not tolerate practices that conflict with its values, including discrimination, exploitation, unsafe working conditions, or environmental harm.

PRINCIPLES / REQUIREMENTS

The Company is guided by the following core CSR principles:

Ethical Business Conduct

- Conduct business with honesty, integrity, and fairness
- Avoid conflicts of interest and unethical practices
- Promote transparency in decision-making and operations

Human Rights, Equality and Employee Management

- Ensure our recruitment process does not discriminate against any applicants
- Respect and support internationally recognised human rights
- Provide a working environment free from discrimination, harassment, and unfair treatment
- Promote diversity, inclusion, and equal opportunities
- Ensure all employees are renumerated in accordance with national wage requirements and that all tax deductions and pension payments are processed

Health, Safety and Wellbeing

- Provide a safe, healthy, and supportive working environment
- Take reasonable steps to protect the wellbeing of employees and others affected by business operations

Environmental Responsibility

- Minimise environmental impact through responsible use of resources
- Support sustainable practices and continuous improvement in environmental performance
- Encourage environmentally responsible behaviour across operations and supply chains

Carbon Management

- Ensure that carbon baseline assessments are reviewed
- Ensure carbon reduction and offsetting programmes are in place

Responsible Supply Chain

- Work with suppliers who share the Company's ethical standards
- Promote fair working conditions and responsible sourcing practices
- Avoid engagement with organisations that exploit people or the environment
- Promote prompt supplier payments

Community and Social Impact

- Contribute positively to the communities in which the Company operates
- Support initiatives that create social value and promote economic wellbeing

RESPONSIBILITIES

Employees:

- Acting in accordance with this policy in their daily work
- Upholding ethical standards and promoting responsible behaviour
- Treating colleagues, customers, and stakeholders with respect and fairness
- Raising concerns where activities may conflict with this policy

Managers:

- Promoting a culture of ethical behaviour and accountability
- Leading by example and ensuring adherence to this policy
- Supporting employees in understanding and applying CSR principles
- Considering social, safety, environmental, and ethical impacts in decision-making

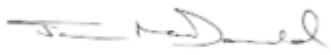
The Company:

- Embedding CSR principles into its strategy and operations
- Providing appropriate guidance, training, and resources
- Engaging with stakeholders in a transparent and responsible manner
- Monitoring and reviewing its CSR commitments

DELIVERY & COMPLIANCE MONITORING

This policy is implemented through the quality, health & safety and environmental management systems as well as adherence to the systems embedded in our HR, accounting and project management departments that govern the way the Company operates. Compliance monitoring via these systems will be assessed against this policy.

This policy will be formally reviewed annually, though on exception amendments may be implemented at other times as required by changes to legislation or work practices.



John MacDonald
Managing Director