Corporate Social Responsibility and Ethics Policy

Company Overview
Ashford Colour Ltd, part of the Pureprint Group, specialises in inkjet printing, digital and on-demand print solutions. We offer direct-to-end-user shipping through our innovative Zero Inventory solutions.

Commitment to Corporate Social Responsibility
As a responsible business, we are committed to operating with integrity ensuring ethical business practices and aligning with internationally recognised frameworks including:

- **The Ten Principles of the UN Global Compact** in human rights, labour, environment, and anti-corruption.
- **The Ethical Trading Initiative (ETI) Base Code**, ensuring fair and responsible employment practices.
- **The FSC® Chain of Custody Standards**, promoting responsible sourcing and environmental conservation.

We will work collaboratively with employees, supply chain partners, and stakeholders to implement and uphold the commitments outlined in this policy.

Our CSR & Ethics Commitments

1. Human Rights & Fair Labour
In line with the Universal Declaration of Human Rights and the ILO Fundamental Principles and Rights at Work, we are committed to:

- Eliminating forced or child labour, ensuring all work is freely chosen. If identified, immediate action will be taken to remove affected individuals, provide support, and prevent recurrence.
- Upholding freedom of association and the right to collective bargaining.
- Providing a safe, hygienic working environment in compliance with the Health & Safety at Work Act and best practice principles.
- Preventing discrimination and ensuring equal opportunities for all employees.

2. Sustainability & Environmental Responsibility
Aligned with our **Quality, Environmental & Sustainability Policy** and our **FSC Policy®**, we actively:

- Reduce carbon emissions through energy efficiency and 100% renewable energy adoption.
- Minimise waste, following the waste hierarchy (Eliminate, Reduce, Reuse, Recycle).
- Source responsibly, ensuring FSC® compliance for sustainable materials.
- Support our customers in achieving their sustainability objectives.

3. Business Integrity & Ethical Practices
Aligned with our **Anti-Bribery & Corruption Policy**, we maintain zero tolerance towards corruption and bribery, ensuring:

- Compliance with the UK Bribery Act and international anti-corruption laws.
- Prohibition of bribery, including facilitation payments and gifts exceeding nominal value.
- Transparent, ethical financial practices, meeting all tax and reporting obligations.
- No political donations or lobbying activities that could compromise business integrity.

4. Prohibited Activities
Ashford Colour Ltd shall not knowingly be directly or indirectly involved in:

- Illegal logging or the trade in illegal wood or forest products.
- Violation of human rights or traditional rights in forestry operations.
- Destruction of high conservation value forests.
- Use of genetically modified trees in forestry operations.
- Any activity that violates or fails to respect the ILO (International Labour Organisation) Fundamental Principles and Rights at Work, including:
    - Elimination of forced and compulsory labour.
    - Abolition of child labour.
    - Elimination of discrimination in employment and occupation.
    - Freedom of association and collective bargaining.
    - A safe and healthy working environment

This policy is made available to relevant interested parties externally on our website and internally through training and awareness programmes.

Equality, Diversity & Inclusion
Ashford Colour Ltd is committed to providing a workplace where all individuals are treated with dignity, fairness, and respect. We value diversity as a driver of innovation, collaboration, and business success, and we strive to create an inclusive environment where everyone can contribute and thrive.

In alignment with the Equality Act 2010, the ILO Fundamental Principles and Rights at Work, and our corporate values, we will:

- Ensure Equal Opportunities – Provide fair access to employment, development, and promotion for all, irrespective of protected characteristics including age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation.
- Promote Diversity – Encourage representation from a wide range of backgrounds at all levels of the organisation and within our supply chain.
- Foster Inclusion – Create a workplace culture where all individuals feel respected, supported, and able to contribute fully, including mechanisms for consultation and participation in decision-making.
- Prevent Harassment & Bullying – Maintain a zero-tolerance approach to all forms of harassment, victimisation, and bullying, with clear reporting channels and protections for those who raise concerns. In line with the *Worker Protection (Amendment of Equality Act 2010) Act 2023*, we will take all reasonable steps to prevent sexual harassment in the workplace, including proactive measures such as training, awareness campaigns, and prompt action on any concerns raised.
- Accessibility & Adjustments – Make reasonable adjustments to remove barriers for employees and applicants with disabilities or other needs, enabling them to perform their roles effectively.
- Gender Equality – We are committed to achieving gender equality across all levels of the organisation. This includes fair pay, equal access to opportunities, balanced representation in leadership roles, and ensuring that our policies and practices are free from gender bias.
- Work–Life Balance & Family-Friendly Practices – We recognise the importance of balancing work with family and personal responsibilities. Where operationally possible, we will consider flexible working arrangements, family leave, and other supportive measures to help employees manage their commitments while contributing effectively to the business.
- Training & Awareness – Provide ongoing training to employees and managers on equality, diversity, and inclusion principles, ensuring they are embedded in recruitment, performance management, and day-to-day working practices.

These commitments apply to all employees, contractors, suppliers, and stakeholders we work with, and form part of our broader responsibility to act ethically, fairly, and in compliance with all applicable laws and standards.

Governance & Continuous Improvement
To ensure compliance with **ISO 9001, ISO 14001, FSC® requirements,** and **ethical trade commitments**, we:

- Provide training to employees on ethical and sustainable business practices and company policies.
- Conduct audits to assess compliance and effectiveness of internal controls related to CSR initiatives.
- Regularly review and update this policy in response to emerging risks and best practices.
- Require supplier commitments to our CSR, environmental, and ethical standards by:
    - Including CSR and ethical trade clauses in supplier agreements.
    - Requesting annual confirmation from key suppliers that they adhere to our social and environmental expectations.
    - Reviewing publicly available certifications (e.g., FSC®, ISO 14001) where applicable.
    - Addressing concerns if non-compliance is reported or observed.

Approval & Communication
This policy is endorsed by senior management and is communicated to employees, contractors, and suppliers. It is publicly available and integrated into training and awareness programs.

J Hunt

J Hunt
Director
Policy Version: August 2026

This policy is made available to relevant interested parties externally on our website and internally through training and awareness programmes.