



## Corporate Social Responsibility (CSR) Policy

**Effective Date:** January 2025

**Company Name:** KMS (Europe) Ltd

### Purpose

At KMS (Europe) Limited, we recognise our responsibility to conduct business ethically and sustainably. This CSR policy outlines our commitment to integrating social, environmental, and economic considerations into our operations and decision-making processes.

### Key Commitments

#### 1. Ethical Business Practices

- Operate in compliance with the Human Rights Act 2010, Modern Slavery Act 2015, and Bribery Act 2010.
- Maintain transparency, honesty, and accountability in all business activities.
- Ensure a zero-tolerance approach to corruption, bribery, and unethical practices.

#### 2. Employee Well-being and Development

- Foster an inclusive workplace as an Equal Opportunities Employer.
- Provide comprehensive training, professional development, and performance appraisals.
- Promote health, safety, and well-being through robust Occupational Health and Safety policies.
- Ensure fair remuneration, meeting or exceeding National Minimum and Living Wages.

#### 3. Customer and Supplier Engagement

- Prioritise customer satisfaction by delivering high-quality, safe, and reliable services.
- Maintain open, effective communication with customers and suppliers.
- Collaborate with ethical suppliers who comply with the Modern Slavery and Bribery Acts.
- Prefer local suppliers to support the community and reduce the environmental footprint.

#### 4. Environmental Responsibility

- Implement waste reduction, reuse, and recycling initiatives.
- Measure and manage water consumption and adopt water-saving practices.
- Use environmentally friendly materials wherever possible.
- Encourage greener transportation methods such as walking, cycling, car sharing, and public transport.
- Strive for energy efficiency in company-owned vehicles and machinery.

#### 5. Community Involvement

- Support local charities, sports clubs, youth groups, and community initiatives through sponsorships and donations.
- Encourage employee volunteering and community service participation.
- Employ local talent wherever feasible to benefit the surrounding community.

### Monitoring and Accountability

- Regularly evaluate CSR initiatives through key performance indicators (KPIs).
- Review and improve CSR practices to ensure continuous development.
- Maintain clear channels for stakeholders to provide feedback and suggestions.



### Governance and Review

This policy is reviewed annually and updated to reflect evolving best practices and stakeholder expectations.

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### Contact Information:

For inquiries or more information about this CSR policy, please contact us at:

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<b>Signed:</b>		<b>Emlyn Cole-Jones</b>
<b>January 2025</b>	<b>MANAGING DIRECTOR KMS (EUROPE) LTD</b>	

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