***“Quality, the Environment, Occupational Health & Safety and Social Accountability will not be sacrificed one for the other in our business”***

***“We will maximize opportunities that protect the environment from activities which may be created by the company”***

***“We will never allow circumstances to arise that will lead to unacceptable levels of risk to the health and safety of workers, customers, contractors, suppliers, visitors and general public”***

Mapei (UK) Ltd is committed to an operating philosophy based on openness in communication, integrity in serving our customers, fairness and concern for our employees and our responsibility to the communities within which we operate or may affect.

Our vision is to exceed customer expectations for quality, safety, sustainability, cost, delivery and value. Additionally, we are dedicated to creating a profitable business culture that is based on the following principles:

Our people

Mapei (UK) Ltd is committed to equality in employment opportunity and rewards, embracing wholeheartedly the cultural diversity within the communities we call home. Our employees’ welfare and interests are foremost throughout all aspects of our business and how we conduct our affairs. Mapei is committed to:

1. Creating and nurturing an environment of success based on honesty and integrity;
2. Empowerment through training and communication;
3. Individual growth and equal opportunity;
4. Prevention of accidents and incidents;
5. Designing and providing a safe and secure work environment.

Our customers

Customer needs are paramount and represent the highest priority within our business. Our obligation is to proactively seek out and define customer needs while addressing all requests expeditiously without creating false expectations.

Our community and environment

Mapei (UK) Ltd is committed to supporting the communities within which we operate. We believe in the practice of social responsibility and encourage similar behavior in our employees and suppliers. We support the conservation of the physical environment and the prevention of pollution at our facilities and as such, our environmental commitments include:

1. Protection of the environment;
2. Conformity to compliance obligations;
3. Continual improvement;
4. Prevention of pollution and sustainable use of resources;
5. Climate change mitigation and adaptation;
6. Protection of biodiversity and ecosystems;
7. Support the principles of ***Responsible Care®*** in respect to eco-sustainability.

**Our well being**

Mapei (UK) Ltd is committed to satisfying all legal and other requirements and to applying the hierarchy of controls to OH&S risks. We proactively comply with all applicable occupational health and safety, legal and regulatory requirements to which we subscribe in order to:

1. Prevent accidents and work-related ill health by managing health and safety risks in and around the workplace for workers, local communities, contractors, customers and the general public;
2. Provide clear instructions and information, and adequate training, to ensure employee competence;
3. Engage and consult with workers on day-to-day health and safety conditions;
4. Implement emergency procedures in case of fire or other significant incidents;
5. Maintain safe and healthy working conditions, provide and maintain plant, equipment and machinery, and ensure safe storage/use of substances;
6. Maintain continual improvement in all aspects of occupational health and safety;
7. Support the corporate commitment to ***Responsible Care®*** program and social accountability.

Our quality

Mapei (UK) Ltd is committed to achieving competitive excellence and providing our customers with products and services designed, produced and maintained to meet or exceed their expectations by:

1. Complying with all customer, statutory and regulatory requirements;
2. Enabling employees to achieve business and professional goals;
3. Continually improving our processes via our IMS;
4. Extending our IMS practices throughout our Supply Chain.

Beginning with a clear definition of customers’ expectations, we strive to consistently meet or exceed them. We adhere to all applicable standards and customer specific requirements and endeavor to provide processes that ensure we achieve this in order to build a robust and world class business.

**Approved by:**

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| --- | --- | --- | --- |
| Phil Breakspear  Managing Director | Kevin Field  Commercial Director | Julian Pritchard  Commercial Director | Brian Mandall  Finance Director |
| Phil's Signature |  |  |  |
| Jason Brunt  Technical Director | Huw Morgan  DIY Category Director | Justine Hammond  HR Director | Peter Baker  Polyglass Category Director |
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**Date of approval: 23/06/2022**