

# Corporate and Social Responsibility Policy

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## INTRODUCTION

At Footasylum we are committed to conducting our business in a socially responsible and sustainable manner. We recognise our responsibilities towards our stakeholders, the environment and society as a whole.

This Corporate Social Responsibility (CSR) policy outlines our commitments to integrating ethical, social, and environmental considerations into our business practices. We aim to contribute positively to the communities we operate in and minimise any negative impacts we may have.

Footasylum works to meet the global recycled standard (GRS) through third party certification of recycled content, chain of custody, social and environmental practices.

## OVERVIEW

Within the policy we will outline our core operating principles that all employees, stakeholders and business partners should operate within.

This policy will be reviewed regularly and updated to ensure its effectiveness and relevance.

Responsibility for the implementation of and compliance with this policy rests with the Board of Directors of Footasylum.

## BUSINESS PRACTICES OVERVIEW

Within this policy we set out our intention to comply with all applicable laws regulations and industry standards in the countries where we operate. Footasylum will uphold the highest standards of integrity, honesty, and fairness in our business dealings.

We will integrate sustainability principles into our business operations, aiming to minimise our environmental footprint, promoting resource efficiency, energy reduction and the use of renewable energy sources. We will also seek new opportunities to invest in environmentally friendly business practices working with local communities where we operate, supporting charitable organisation that align with our values.

### 1. Fair Employment

Footasylum provides equal opportunities to all employees and seeks to ensure a diverse and inclusive, and respectful workplace. We will not engage in any form of discrimination, harassment or unfair labour practices ensuring all work is conducted on a voluntary basis and not under threat of sanction.

### 2. Child Labour

It is our policy to ensure that as a responsible employer that we do not engage in the recruitment of children within our business and ensure that we are adhering with the working time directive and other laws pertaining to young workers aged 16 and 17.

It is our commitment to ensure that we are aware of the employment terms of our suppliers through our audit compliance to ensure that we are committed to fair labour practices.

### 3. Trade unions

Footasylum recognises that some of our employees engage with third party trade unions and organisations and whilst we do not recognise an employment partnership with a specific trade union, we are committed to ensuring our colleagues have the right to join a trade union of their own choice.

## **4. Supply Chain**

We will strive to build strong relationships with our suppliers and partners and adhere to responsible business practices, encourage transparency, fair trade and respect for human rights throughout all of our operations.

## **5. Anti – Corruption**

We are committed in everything we do to prevent corruption in all forms. We do not tolerate bribery, kickbacks or any unethical practices and will ensure we comply with anti-corruption laws.

Footasylum is committed to building a reputation for decency and integrity and it is our policy to conduct our business in an honest way without the use of corrupt practices or anti-bribery.

Please refer to the Anti-Bribery policy

## **STATUS OF THIS POLICY**

We will communicate our CSR policies, initiatives and progress to our partners through various channels, such as annual reporting, website and communication plans.

Footasylum will continually review its CSR practices to ensure its effectiveness and relevance and excellence in all areas of corporate responsibility.

This policy is discretionary and does not give contractual rights to individual employees or any other person. The Company reserves the right to alter any of its terms at any time.

Last reviewed 18<sup>th</sup> October 2023