



CORPORATE RESPONSIBILITY (CR) POLICY

SIG recognises its corporate and social responsibilities to its shareholders, customers, suppliers, employees and other stakeholders and is committed to conducting business in a manner which achieves sustainable growth whilst fulfilling legal and moral obligations.

We aim to achieve our business objectives in a considerate and responsible manner, recognising the economic, social and environmental impacts of our activities.

Ethical and professional standards

We are committed to ensuring that our business is conducted in all respects according to the highest ethical and professional standards, taking into account legislation and customs in the countries and regions in which we operate.

For further information, please see:

- SIG Code of Conduct
- Whistleblowing Policy and
- Anti-Bribery and Corruption Policy.

Environment

We seek to minimise the environmental impact of our activities through the prevention of pollution, minimizing waste, and good environmental management practices, using environmental management systems, which are where applicable externally audited. We are committed to conducting our activities and operations in line with current legislation and best environmental practice seeking continual improvement and innovation within all Group businesses and activities.

For further information see the SIG Health Safety & Environmental Policy.

Health and Safety

We are committed to high standards of health and safety, recognising our duty and the benefits of providing safe working conditions. We aim to achieve continuous improvement in health and safety performance through the use of robust, and where applicable, externally audited health and safety management systems.

For further information see the SIG Health, Safety & Environmental Policy.

Transport

SIG accepts that motor vehicles are responsible for significant emissions to the atmosphere and by reducing distances travelled, we can benefit the environment and the health of our staff and the general public. Our policy is to purchase and operate the most energy efficient vehicles commercially available with the aim of achieving a green fleet operation.

Suppliers

We regard suppliers as our partners and work with them to achieve our aspirations in the delivery of products and services. SIG is committed to working with its suppliers to understand where products are sourced and ensure that the principles of environmental sustainability are upheld.

SIG works to ensure that the welfare of employees and working conditions within our supply chain meet or exceed recognised standards.

Customers

We recognise that our business and livelihood depends upon our customers. Every employee is responsible for ensuring that customer contact is professional and appropriate. We aim to ensure that our customers receive the level of service and quality of product they have come to expect from SIG.

Community

We endeavour to contribute positively to the communities in which we operate, through the support of community initiatives and local charities. Each business unit is encouraged to develop programmes, which address the needs of their local community alongside the contributions that SIG plc makes annually to its partner charities.

Employees

We provide equal opportunities to all existing and prospective employees recognising that our reputation is dependent on the quality, effectiveness, and skill base of our employees. We are committed to the fair and equitable treatment of all our employees and specifically to prohibiting discrimination on the grounds of race, religion, sexual orientation, nationality, or ethnic origin.

Opportunities are available to disabled persons in accordance with their abilities and aptitudes on equal terms with other employees.

Implementation and approval

The Chief Executive Officer has lead responsibility for policy implementation within the Group and this policy is signed by the CEO to demonstrate the Board's commitment. A copy of this policy is also posted on the SIG plc website www.sigplc.com.

Steve Francis
Chief Executive Officer

Director for and on behalf of SIG plc and SIG Trading Limited
March 2020