



Corporate Social Responsibility

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At Merlin Flex, we define Corporate Social Responsibility as follows:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the communities and cultures with which we work.

Merlin Flex will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters, and are consistent with Merlin Flex stakeholders' best interests. Merlin Flex are committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

This Policy applies to activities undertaken by or on behalf of Merlin Flex anywhere in the world.

All Merlin Flex employees will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. Merlin Flex leaders will act as role models by incorporating those considerations into decision-making in all business activities plus will ensure that appropriate organisational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our business.

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Corporate Values

- **Honesty & Transparency**
Be open, honest & transparent in everything we do.
- **Clarity & Commitment**
Be clear about what we seek to achieve and then do what we say we will do.
- **Consistency & Discipline**
Standardise our approach & adhere to systems & procedures.
- **Respect**
Treat others as we wish to be treated. Treat property as if it was our own.
- **Energy & Enthusiasm**
Approach everything we do with a positive attitude.
- **Pride**
Be proud of the Merlin Group, our products and our service.
- **Celebrate Success**
Recognise and reward individual and team achievement.

Business Ethics & Transparency

Merlin Flex is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems.

Merlin Flex will conduct its business in an open, honest, and ethical manner.

Merlin Flex recognises the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.

Merlin Flex will advise our all of our stake holders of our Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy.

Merlin Flex is committed to measuring, auditing and publicly reporting performance on its Corporate Social Responsibility programs.

Environmental Health & Safety

Merlin Flex is committed to protecting the health and safety of all individuals affected by our activities, including our employees, visitors, and the public. We are committed to providing a safe and healthy working environment, and will not compromise the health and safety of any individual. Our goal is to have zero accidents and mitigate impacts on the environment by working with our stakeholders promote responsible environmental practices and continuous improvement.

Merlin Flex is committed to environmental protection through our Environmental Sustainable Management Systems along with our ISO14001 certification. The company recognises that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into our business decision-making.

All employees are responsible and accountable for contributing to a safe working environment, for promoting safe working attitudes, and for operating in an environmentally responsible manner.

Stakeholder Relations

Merlin Flex will engage with all stakeholders clearly, honestly, and respectfully and is committed to timely and meaningful communication where possible to all of its stakeholders, including shareholders, customers, suppliers, employees, governments, regulators, and landowners, among others.

Employee Relations

Merlin Flex will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced. The company has set up systems and protocols for every employee to be listened to without feeling that this will have a negative impact on their role or employment.

Merlin Flex is committed to provide and maintain a good, safe working environment for all of its employees through its policies, leading by example, and ongoing training.

Merlin Flex is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment. Any HR issues will be dealt with appropriately and confidentially with avenues for each employee to escalate if required.

Merlin Flex has systems in place to train and develop every employee and to encourage ongoing skill development and improvements whilst carrying our annual assessment and appraisals.

Human Rights

Merlin Flex will work with governments and agencies to support and respect human rights within our sphere of influence. Merlin Flex will not tolerate human rights abuses, and will not engage or be complicit in any activity that solicits or encourages human rights abuse.

Merlin Flex promotes a zero-tolerance approach to modern slavery within its organisation and are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery within our operations and supply chain.

Merlin Flex will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs and values of individuals and groups.

Community Investment

Merlin Flex promotes collaborative, consultative, and partnership approaches in our community investment programs.

Merlin Flex will strive to provide employment and economic opportunities within the local community and surrounding areas, along with promoting apprentice programmes with the local colleges.

Merlin Flex commit to supporting local charities, where possible, and provide business support and experience by supporting innovative programs in regeneration and development, health, education, social services and the environment.

