



CORPORATE SOCIAL RESPONSIBILITY PROGRAM

Overview

PMA Solutions will at all times strive to be a responsible and caring corporate citizen, throughout all activities and locations of our business operations.

We are aware and appreciate that our social, environmental, ethical and cultural conduct as a business organisation has an impact on our customers, suppliers, staff and the wider community and therefore on our reputation as a significant corporate entity.

We treat our corporate social responsibilities with sincerity and are committed to the active promotion and implementation of this program on a daily basis through our company's human resource management practices.

Objectives

The objectives of PMA Solutions' Corporate Social Responsibility Program are to:

- ❖ Promote awareness and appreciation among our management and staff of the importance of PMA Solutions being a good corporate citizen.
- ❖ Establish a framework of business principles that provide ongoing engagement and motivation for our management and staff working together to ensure PMA Solutions demonstrates by action good corporate citizenship.
- ❖ Make a positive and lasting contribution to business, social and natural environments in which PMA Solutions operates.
- ❖ Meet and preferably exceed the relevant legal, government, commercial and public expectations that society has of our business.
- ❖ Continuously improve and enhance our corporate reputation and image to ensure PMA Solutions is a successful long term business partner for our clients and suppliers and employer of choice for our management and staff.

Areas of Focus

The key areas of focus for PMA Solutions Corporate Social Responsibility Program are:

- ❖ **Sustainability and Environmental Management** – how we can minimise the impact of our business operations on the environment, and in turn assist our clients and suppliers to do the same.
- ❖ **Occupational Health & Safety** – how our management and staff together provide a safe, healthy and risk managed working environment across all of our business facilities and for the local communities in which we operate.
- ❖ **Ethical Procurement and Fair Business** – how we interact with our suppliers and clients to promote ethical, moral, fair and rational business dealings.
- ❖ **Community and Charitable Support** – how we work within and through our local communities and charitable institutions to provide targeted help and support for those in need.

Measurement & Continuous Improvement

PMA Solutions is committed to the ongoing measurement of the success and impact of our Corporate Social Responsibility Program, and thereby to continuous improvement of the program as demonstrated by the measured results over time.

We will measure the success and impact of our Corporate Social Responsibility Program through:

- ❖ Recording and dissemination of relevant feedback received from our clients, suppliers, local communities and other organisations with whom we interact.
- ❖ Reputation of our organisation through the conduct of business in the marketplaces in which we operate.
- ❖ The extent to which we engage with our clients and suppliers in relevant areas to assist them to meet their own corporate social responsibilities particularly with regard to environmental management.
- ❖ Workplace safety standards and hazardous incident minimisation.
- ❖ Fundraising and other support measures that we undertake for local community and charitable causes of choice.



Phil Okill
Managing Director