

CORPORATE SOCIAL RESPONSIBILITY

Introduction

At Arcadia we are committed to conducting our business in a manner which is ethical, socially responsible and sensitive to our environment. We aim to continue sustained growth by building long term relationships with customers, suppliers and staff based on mutual trust and honesty.

Ethics

The Directors will ensure that the Company operates in a legal manner and behaves fairly to everybody affected in carrying out its business.

Bribery will not be tolerated and the giving and receiving of gifts or incentives will be strictly controlled to items of nominal value.

We will be truthful at all times in dealings within Arcadia, and any staff or representatives of the Company will, in turn, be honest to all parties externally.

We will encourage the reporting of any wrongdoings or breaches of these principles (whistleblowing).

People

We are committed to providing a positive working environment for our employees and consider their safety and well being of paramount importance. We have an established Health & Safety system which is maintained and reviewed, and we make available the resources necessary to create a safe and healthy workplace.

The Company operates a strict non discriminatory, equal opportunities policy both in recruitment and in employee development, this includes: disability, sex, age, marital status, sexual orientation, race, origin, religion or political opinion.

We also take responsibility for workers outside our Company wherever possible by actively encouraging the use of suppliers who adopt good working practices themselves. We are a member of SEDEX, an organisation set up to monitor and improve conditions for workers in factories throughout the world.

We comply with all regulations relating to product safety and ensure that all directives such as RoHS (Restriction of Hazardous Substances) and REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) are met.

Environment

We are aware of our environmental impact and will attempt to minimise this in all possible ways. We have an environmental system in place accredited to ISO14001 which covers the monitoring and reduction of energy usage, water usage and pollution. It also encourages the use of environmentally friendly consumables and the recycling of waste.

We have an established relationship with the British Heart Foundation and donate our unwanted products (subject to our clients' permission) for sale by them or redistribution in the third world.

The Company has a range of eco products for sale and we actively promote these on our website and in dealings with customers.