



CORPORATE SOCIAL RESPONSIBILITY POLICY (CSR)

1. Introduction

At HSP Valves Group Ltd, we are dedicated to operating in a socially responsible, ethical, and sustainable way, aligning our approach with the United Nations Sustainable Development Goals (SDGs) to contribute to global efforts for a better future.

We aim to ensure our activities have a positive impact on our employees and society by upholding ethical standards, respecting human rights, and considering the social, economic, and environmental implications of our business practices.

Our policy is guided by our core values:

Safety, Responsiveness, Leadership, Flexibility, Integrity, Attention to Detail, Teamwork, and Ownership.

2. Our Commitment

We strive to:

- Operate with integrity and transparency (SDG 16: Peace, Justice & Strong Institutions)
- Respect and uphold human rights (SDG 8: Decent Work & Economic Growth)
- Minimise our environmental impact (SDG 12: Responsible Consumption & Production, SDG 13: Climate Action)
- Support our employees and local communities (SDG 3: Good Health & Well-being, SDG 11: Sustainable Cities & Communities)
- Promote ethical practices across our supply chain (SDG 8: Decent Work & Economic Growth, SDG 12: Responsible Consumption & Production)

3. Values

Our CSR efforts are driven by our core values:

- **Safety** – Prioritising the health and wellbeing of our employees and stakeholders (SDG 3: Good Health & Well-being)
- **Responsiveness** – Acting swiftly and responsibly to the needs of our customers and communities (SDG 11: Sustainable Cities & Communities)
- **Leadership** – Setting high standards in ethical and sustainable business practices (SDG 9: Industry, Innovation & Infrastructure)
- **Flexibility** – Adapting to change while maintaining our commitment to responsible operations (SDG 8: Decent Work & Economic Growth)
- **Integrity** – Upholding honesty, fairness, and accountability in all we do (SDG 16: Peace, Justice & Strong Institutions)

- **Attention to Detail** – Ensuring quality and care in every aspect of our work (SDG 12: Responsible Consumption & Production)
- **Teamwork** – Collaborating to create positive outcomes for all stakeholders (SDG 17: Partnerships for the Goals)
- **Ownership** – Taking responsibility for our actions and their impact (SDG 12: Responsible Consumption & Production)

4. **Key Focus Areas**

4.1 Environmental Responsibility

- Reduce waste, emissions, and energy consumption (SDG 12: Responsible Consumption & Production, SDG 13: Climate Action)
- Promote recycling and sustainable resource use (SDG 12: Responsible Consumption & Production, SDG 15: Life on Land)
- Comply with all environmental regulations and standards (SDG 13: Climate Action)

4.2. Social Responsibility

- Foster a diverse, inclusive, and respectful workplace (SDG 5: Gender Equality, SDG 10: Reduced Inequalities)
- Support employee wellbeing, development, and engagement (SDG 3: Good Health & Well-being, SDG 4: Quality Education)
- Engage with and contribute to local communities (SDG 11: Sustainable Cities & Communities)

4.3. Ethical Business Practices

- Operate with transparency and fairness (SDG 16: Peace, Justice & Strong Institutions)
- Ensure compliance with laws, regulations, and industry standards (SDG 8: Decent Work & Economic Growth)
- Promote ethical conduct across our supply chain (SDG 12: Responsible Consumption & Production)

4.4. Governance and Accountability

- Monitor and review CSR performance regularly (SDG 12: Responsible Consumption & Production)
- Encourage feedback and continuous improvement (SDG 9: Industry, Innovation & Infrastructure)
- Ensure leadership accountability for CSR initiatives (SDG 16: Peace, Justice & Strong Institutions)

5. **Other Policies**

Employees are encouraged to read this policy in conjunction with other relevant Company policies, including but not limited to:

- Code of Conduct & Ethics Policy
- Equality, Diversity & Inclusion Policy
- Anti-Bribery & Corruption Policy
- Bullying & Harassment Policy
- Modern Slavery Policy

- Quality Policy
- Environmental Policy
- Health & Safety Policy
- Whistleblower Policy

REVISION HISTORY			
Rev.	Effective Date	Description	Owner
0	11/02/2026	HR-PO-GP-025	Derrick Mackenzie – Managing Director

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