



## ETHICAL AND SOCIAL RESPONSIBILITY POLICY OQEMA LTD

Social responsibility is an ethical ideology or theory that an entity, be it an organisation or individual, has an obligation to act to benefit society at large. This responsibility can be passive, by avoiding engaging in socially harmful acts, or active, by performing activities that directly advance social goals.

OQEMA will implement this by:

- Approaching ethical management as an essential obligation to protect the financial and reputational health of the company
- Ensure that management understands the nature and extent of relevant ethical risks before entering into any obligation
- Maintain effective and transparent processes for periodically reviewing ethical risks across all aspects of operations
- Ensure that the company understands and adheres to applicable international laws and regulations and the local laws and regulations of the countries in which we operate
- Ensure that all business conducted by OQEMA or under our direction abides by our standards for the prevention of bribery and corruption
- Ensure that OQEMA does not engage in any business activities that could implicate the company, directly or indirectly, in the abuse of human rights.
- Take appropriate measures to understand the social risks and impacts of our business activities and take steps to mitigate these risks by engaging with, supporting and investing in the local communities affected by our operations
- Develop processes to implement this policy and receive assurance that it is being adhered to throughout our operations
- Ensure that any significant deviation from this policy is formally approved by the board of directors.

It is the responsibility of the Board of Directors along with their management teams to ensure that this policy is implemented.

OQEMA LIMITED  
WWW.OQEMA.CO.UK

# OQEMA

OQEMA LIMITED, WINSTONS HOUSE, CARTERTON, OXFORD, OX18 3EZ, UK



FOR AND ON BEHALF OF  
OQEMA LTD

**Robert Moss**  
**Managing Director**  
**OQEMA Western Hub**

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