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## Corporate Responsibility Statement

Swish Building Products is committed to a policy of corporate responsibility that seeks to continually improve the company's positive environmental, social and economic contribution to the construction industry and the local community in which it is based. In doing this Swish will always have regard to its legal and moral responsibilities in establishing, implementing and maintaining its management systems and relationships with its stakeholders.

### Environmental Responsibility

Swish recognizes that it has a responsibility to actively address its environmental impacts by setting targets for, and monitoring the company's energy consumption, output of CO2 and its consumption of water. To this end the company has committed itself to achieving the following goals:

- It is the company's intention to make a minimum 20% reduction in its manufacturing carbon footprint by 2020 when compared to 2008 levels. This will be achieved by a combination of investment to reduce energy consumption, increased manufacturing efficiencies and the development of recycling technologies.
- Swish also aims to become a zero waste generator by 2015 with all its production and office waste streams being recycled through accredited agencies. To ensure that the landfill of post consumer waste is minimized, a further commitment is made that Swish cellular PVC products that are returned to nominated collection points, after their BRE Reference Service Life has been completed, will be recycled, if it is economically viable to do so.

In addition Swish will seek ways to further reduce water consumption, reduce the environmental impacts of all materials used, continue to exercise careful stewardship of the company's production site and encourage bio diversity onsite and in the supply chain wherever possible.

An annual audit of suppliers' environmental actions is carried out to monitor their progress in implementing environmental management systems and obtaining recognised standards.

Swish will also continue to use its influence and resources to change industry attitudes towards high maintenance alternatives to PVC products and the lost environmental investment opportunity that cash spent on maintenance represents.

### Social Responsibility

#### SBP Limited

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It is the company's policy to comply with and where possible exceed all legal requirements with regard to the conditions under which its staff operate. During 2009 Swish acquired OHSAS 18001 Health and Safety certification and provides health and safety training for all staff. Swish will continue to actively promote the safety and wellbeing of its employees, creating a safe and healthy environment in which to work.

The company does not tolerate any form of discrimination, bullying or harassment amongst or against its work force. All employees are free to join a union and Swish always endeavors to allow workers their full employments rights under the law. In addition a Joint Consultative Committee has been established to promote dialogue between the company and its workforce. Swish has a structured programme of training and development that allows employees to progress in terms of responsibility and remuneration.

Swish monitors the activities of suppliers to ensure that they comply with their employment responsibilities and that they are not having an adverse affect on their local community and environment.

Swish is mindful of its importance to the local community in Tamworth and will be developing a range of initiatives in the community including charitable support where appropriate.

### **Economic Responsibility**

Swish will only undertake trade where it is able to achieve a level of return that ensures the long term stability of the company, the provision of an excellent service to its customers, the health, safety and wellbeing of its staff and the continued viability of its suppliers. The backbone of the company is a manufacturing ethic based upon quality. Swish has ISO9001 Quality Management and has development World Class Manufacturing techniques that keep it ahead of the market.

Swish has policies in place to ensure that it complies with it's legal responsibilities, that risk within the business is well managed and that business recovery plans are in place. In addition an anti-corruption policy clearly sets out the ethical basis on which the company will obtain business and allows for confidential reporting of any suspected breach. Swish will also continue to work through its sales force to ensure that its customer base also has high levels of economic responsibility.

The company undertakes an annual audit to verify that its suppliers are in compliance with their own legal responsibilities and are pursuing ethical policies in the purchase of their materials, the treatment of their staff and in their actions to reduce their environmental impacts.

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### **Stakeholder Engagement**

Swish undertakes an annual survey of its stockist customer base to ascertain levels of satisfaction with customer service in all aspects of their dealings with Swish. The company will also continue its policy of communicating all price and product changes with reasonable notice to customers.

Swish has established a Joint Consultative Committee consisting of representatives from all departments of the company. This Committee will be a forum for dissemination of information relating to company activities and will allow employees to participate in generating and setting community engagement policies for the company as commercial considerations allow.

**Shaun Hanrahan**  
**Commercial Managing Director**

**SBP Limited**

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