



CORPORATE RESPONSIBILITY

Our values

Maycast-Nokes' management team is committed to developing and delivering a robust Corporate Responsibility Policy.

We recognise the need to define and implement a set of standards that meet the expectations of our customers, employees, suppliers and regulators as well as the local community.

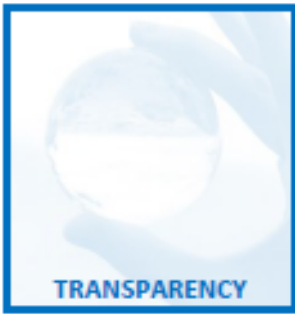
We understand the importance of creating a framework that sets out our social, environmental and economic responsibilities and every member of the Maycast-Nokes team has a responsibility to ensure that our Corporate Responsibility Policy is implemented at all times.

Steve Wallings—Managing Director

May 2018



We Will



- Be open and honest in communicating our performance, strategy and governance
- Investigate and respond to the opinions and aspirations of our customers, employees, industry and local community.
- Uphold the values of honesty and fairness in our relationships.
- Behave in a way that guards against unfair business practice.
- Encourage suppliers and technical partners to embrace responsible business policies and practices.



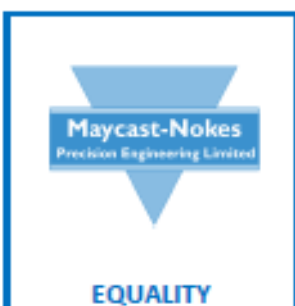
- Encourage dialogue with the local community and authorities to improve skills attainment and drive economic growth in our region.
- Continue to support charities and community groups.
- Work with local schools, colleges and other companies to promote careers in engineering.



- Continue to operate our training and apprenticeship programmes.
- Work with local schools and colleges and provide opportunities for students to learn about engineering.
- Supply technology and assistance to local colleges and assist in the development of training courses in engineering.
- Provide support to local companies looking to establish training schemes.



- Consider the balance between the economic, environmental and social aspects of our business decisions against sustainable development principles.
- Work with the Cast Metal Federation and relevant parties to lower our own carbon emissions as well as those of our industry.
- Gain ISO14001 accreditation.



- Operate an equal opportunities policy for our employees.
- Offer our employees clear and fair terms of employment and provide resources and opportunity to enable their continual development.
- Provide a platform for employee consultation and business involvement.
- Provide safeguards to ensure all employees are treated with respect and without sexual, physical or mental harassment.
- Provide and strive to maintain a clean, healthy and safe working environment.
- Adhere to the principles set out in our Anti-Bribery, Anti-Corruption & Anti-Slavery Policies.