



# Corporate & Social **RESPONSIBILITY** P O L I C Y





## THE BEAR FACTORY SOCIAL RESPONSIBILITY



### objective:

The Bear Factory is devoted to operating in an ethical and sustainable fashion, where all employees, customers, the community, and the environment are treated with respect and equality. In doing so, the business is committed the following standards.

- Continuous improvement in our Corporate and Social Responsibility (CSR) strategy by;
  - Encouraging our business partners to implement CSR.
  - Continually improving our performance and meeting all applicable legislation.
  - Informing our staff to be mindful of the effect of their actions on non-renewable resources.
  - Introducing procedures to assist with implementing CSR.
- The CSR policy is to make clear what The Bear Factory means by CSR and how the company proposes to work towards implementing and achieving CSR. The CSR policy applies throughout all activities of the company.
- The Bear Factory recognizes that CSR embraces all aspects of sustainable development and social issues which are of most relevance to the company and decide at what stage this CSR policy could most effectively and legally be included.
- The Bear Factory shall operate in a way that safeguards against unfair business practices.
- The Bear Factory believes that a responsible approach to developing relationships between companies and communities they serve, national and international, is a vital part of delivering business success.
- When carrying out our business, The Bear Factory will determine the environmental, social, and economic issues.
- The Bear Factory will continually review all policies and business practices to encourage engagement with business partners and to promote development.



## Business Governance

- The Bear Factory is committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional and legal standards.
- All the laws that regulate and apply will be complied with.
- The Bear Factory will continually train and develop our staff to ensure proper decision making and work conduct is upheld.
- All groups and individuals with whom The Bear Factory has a business relationship with will be treated in a fair, open, and respectful manner.
- Competition will be reasonable and based upon the quality, value and integrity of the services being supplied.
- Feedback on performance will be actively sought, and The Bear Factory will encourage customers to give feedback on our performance and ensure that all customer comments are analyzed, responded to, and where appropriate, acted upon.
- An Action Plan will be developed to ensure continuous improvement is achieved.

## Environment

- The Bear Factory's environmental endeavor is to reduce the impact on the environment through a commitment to continual improvement.
- The Bear Factory will continue to work with our partners to reduce their impact on the environment.
- The Bear Factory will by applying Responsible Care to all activities, assess the environmental impact, and report against these findings and report openly to all stakeholders.

## Human Rights

- The Bear Factory aims to support and respect the protection of internationally proclaimed human rights.
- All partners are actively encouraged to observe international human rights norms within their work.
- The Bear Factory aims to eliminate discrimination based on any grounds (Race, Creed, Color, or Religion) and promote equality of opportunity in the transport logistics supply chain.



## Sustainability

- The Bear Factory is committed to sustainability by engaging in various program through out the company. These programs include but are not limited to recycling, paperless practices, and packing reuse when applicable. Sustainability programs will be maintained through the facilitation of identified principles, policies, and procedures within Company.

## Ethics and Ethical Trading

- The Bear Factory will ensure clear visibility through the utilized supply chains to know where products are being moved from and to.
- Training will be provided to relevant people on environmental and social issues affecting the logistics supply chains.
- The Bear Factory will ensure that partners uphold the workplace standards and behaviors consistent with the Company's requirements.
- A documented environmental and social assessment will be undertaken for every new contracted partner.
- The Bear Factory is committed to ensuring that the welfare of workers and labor conditions within the logistics supply chain meet or exceed recognized standards.
- The Bear Factory holds regular meetings with partners to support these ideas.



