

CORPORATE SOCIAL RESPONSIBILITY

1) PURPOSE

This policy concerns the voluntary actions that Sharpfibre Limited can take, over and above compliance with minimum legal requirements, to address both its own competitive interests and the interests of wider society

Specifically, the policy attempts to provide:

- A definition of Corporate Social Responsibility;
- The Company's vision in respect of its impact on the environment and society at large; and
- A strategy for maximising the benefits of socially responsible behaviour while minimising any disadvantages.

2) SCOPE

This policy applies to all employees of Sharpfibre Limited.

3) DEFINITION

Corporate Social Responsibility is the continuing commitment by business to behave ethically and contribute to economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large.

4) BUSINESS BENEFITS

Sharpfibre Limited is confident that real and measurable business benefits can be derived from the implementation of environmental and social policies. These will include cost savings (or example from better use of energy) and some, such as enhanced reputation, which, whilst difficult to quantify, are no less real.

5) ENVIRONMENTAL IMPACT

5.1 Sharpfibre Limited is committed to managing the environmental impacts of its operations in positive ways, seeking continuous improvement in the achievement of environmental performance.

5.2 The Company's environmental policy focuses on minimising negative impacts plus also making a positive impact through better environmental management, in the following ways:

5.2.1 Energy: promote energy conservation throughout the organisation and encourage all staff to contribute towards more efficient energy management.

5.2.2 Materials: aim to reduce the consumption of materials wherever possible and aim to recycle as much as possible.

5.2.3 Wastes: recycle as much as possible and adopt methods of work which keep waste to a minimum. Waste disposal is exclusively by environmentally approved methods.

5.2.4 Emissions: prevent pollution and emissions wherever possible and to manage any inevitable emissions in an environmentally friendly way.

5.2.5 Employees: train, inform and motivate our employees to understand their individual responsibilities for environmental management and to commit to continuous improvement in this respect.

5.2.6 Customers: communicate our Corporate Social Responsibility policies to our customers in order to engage their interest and approval and to build partnerships wherever possible.

5.2.7 Suppliers: we communicate and negotiate with suppliers and encourage them to share the Company's environmental values when they operate on behalf of Sharpfibre Limited.

5.2.8 Stakeholders: aim for stakeholders who are proud of Sharpfibre Limited and who consequently remain as shareholders for the long term – because the broader vision promises better long-term value.

5.2.9 Community: build strong relationships within the community by demonstrating positive environmental management and setting an example for others to follow.

6) IMPACT ON SOCIETY

6.1 Sharpfibre Limited seeks to ensure that its impact on society expresses the Company's values, delivering business and society benefits within the context of long term sustainable success.

Scope:

6.2 Society starts in the workplace, includes the Company's relationships with customers, suppliers and a myriad of other stakeholders and extends from the local community to distant consumers. The Company focuses on the following:

6.2.1 Employees: aim for an informal, energised, team-focussed culture and a workforce which is better trained, highly motivated, more fully empowered, and personally fulfilled.

6.2.2 Customers: aim for total customer satisfaction, wherever possible exceeding expectation. This involves understanding the Company's customers' needs and building relationships based on unimpeachable integrity.

6.2.3 Suppliers: aim to deal with suppliers with integrity, building genuine partnerships of mutual benefit. Encourage suppliers to commit to the Company's values, particularly in the context of good environmental practice and fair employment.

6.2.4 Community: the wellbeing of local community is essential to the Company's own success. The Company aim to build a network of relationships which deliver sustainable benefits, to our mutual advantage. Furthermore, the Company is constantly seeking ways to extend that process to wider communities that it may impact upon through its commercial activities.

7) STRATEGY

7.1 Management

7.1.1 The Directors have an overall responsibility for ensuring that the Corporate Social Responsibility policy is fully implemented and continuously improved.

7.1.2 The Directors will ensure that each member of the management team is fully committed to achieving the Company's objectives in terms of Corporate Social Responsibility and that they have sufficient knowledge, understanding and skill to achieve them.

7.1.3 The Directors will assign sufficient resources to ensure that the Company can commit to its Corporate Social Responsibility goals.

7.1.4 The Managers will contribute energetically and enthusiastically to the fulfilment of the Company's Corporate Social Responsibility goals and will ensure that the Company's environmental and social policies are communicated and understood by everyone in their team.

7.1.5 The Managers will encourage each member of their team to positively apply the Company's Corporate Social Responsibility policies and provide training and guidance where necessary.

7.1.8 All employees of Sharpfibre Limited are encouraged to comply fully and enthusiastically with the Company's Corporate Social Responsibility policies and to contribute positively towards continuous improvement.

7.2 Performance Management

The Company will incorporate Corporate Social Responsibility Key Performance Indicators into the performance targets of each of its managers and these will be given equal significance to all other KPI's.

7.3 Training

7.3.1 Regular briefings will be held to ensure that all employees of Sharpfibre Limited fully understand the Company's Corporate Social Responsibility policy as well as current issues and progress on Company initiatives.

7.3.2 Managers will ensure that their team are fully aware of the Company's Corporate Social Responsibility policy and understand how it applies to them.

7.3.3 All new employees to Sharpfibre Limited will be fully briefed on the Corporate Social Responsibility policy as part of their Induction process.

7.4 Discipline

Any employee who deliberately commits an irresponsible act which either harms the environment or damages the Company's social impact will be dealt with in accordance with the Disciplinary Procedure. The severity of action taken will depend on the case, but may include dismissal.