



**Bridgend**  
Unit 17 & 18  
Village Farm Industrial Estate  
Pyle, Bridgend CF33 6BZ  
T: +44 (0) 1656 745 777  
F: +44 (0) 1656 745 888  
[www.celtic-recycling.co.uk](http://www.celtic-recycling.co.uk)

**Newport**  
29-31 Clearwater Road  
Queensway Meadows  
Newport, Gwent NP19 4ST  
T: +44 (0) 1633 274 700  
F: +44 (0) 1633 274 888  
[info@celtic-recycling.co.uk](mailto:info@celtic-recycling.co.uk)

## CORPORATE SOCIAL RESPONSIBILITY POLICY

**Doc Ref: HR-POL-CSR-v2**

Celtic Recycling Limited is committed to compliance with all applicable laws and regulations. We aim to exercise sound and fair corporate practices, earn the respect and trust of stakeholders, including customers, employees and society. The Company maintains constructive relationships with administrative bodies and will not engage in relationships with individuals, groups or suppliers that threaten social order or safety.

We believe that the long term future of our business is best served by respecting the interests of all stakeholders and the wider environment. The Company strongly opposes enforced and child labour and we strive to reflect this in our selection of business partners. We respect diversity and individual human rights and provide a safe and healthy working environment in which all persons receive fair treatment, without discrimination.

### HONESTY, INTEGRITY, EQUALITY AND FAIRNESS

The Company communicates openly and honestly with all our customers, employees and society. We disclose our business information in a timely and fair manner and conduct reliable financial reporting through accurate accounting processes.

We treat all individuals with respect and dignity and ensure that no applicant, employee, agency worker or sub-contractor receives less favourable treatment than another, which is embedded in our Equality and Diversity Policy.

### PROTECTION OF THE NATURAL ENVIRONMENT AND SOCIAL INVESTMENT

The Company proactively seeks to protect the natural environment and is committed to minimising our carbon footprint; sourcing sustainable and recycled materials, reducing waste and vehicle fleet emissions, which is demonstrated through our Carbon Reduce Certification (formally CEMARS).

The Company engage with, and supports local economies with our long term aims and plans and consistently promotes high standards, in order to build collaborative valued relationships with both clients and suppliers.

**Signed:**

Paul Owen  
Managing Director

**Date:** 28 March 2023



**INVESTORS IN PEOPLE**  
We invest in people Standard