



ADVANCE ADDING MORE TO ADHESIVE TAPE

Corporate and Social Responsibility Statement

January 2023

Advance Tapes International Limited has been an independent adhesive tape manufacturer since 1964 and are proud to be in complete control of every stage of the production process across our 2 sites.

Our aim is to create long term value for our customers, end users and stakeholders by developing innovative solutions and strong partnerships. Led by company values and being socially responsible we deliver business ethically for the longer-term future.

Our Values:

- Communicate Well
- Follow Procedures
- Make it Better
- Work as a Team
- Be Straightforward
- Recognise Success

OUR ENVIRONMENT

- Advance Tapes Management understands their responsibility towards the Environment. The prevention of pollution is of prime importance to the company and the management recognises its obligation to meet, as a minimum standard, relevant environmental legislative requirement. To continuously work to improving our environmental performance.

OUR PEOPLE

- We aim to empower and develop our people through our people first philosophy and purpose led culture
- As an equal opportunity's employer, we recognise the nine protected characteristics of the Equality Act 2010 and apply the provisions of the Act in full in all areas of the organisation. No employee or applicant for employment will receive less favourable treatment than another person on the grounds of their race, disability, age, marital status, gender, sexual orientation, religion or belief, gender reassignment, pregnancy and maternity
- Ensure the health and safety of our employees in performing their duties, by implementing a policy aimed at identifying and preventing work related risks.
- Respect freedom of association and facilitate dialogue with employees in accordance with local laws and human rights



- Harassment and bullying are behaviours that make a person feel offended or intimidated and as such, the company will not tolerate any form of this behaviour within the workplace,

OUR BUSINESS COMMUNITY

- The Executive Leadership Team of the company is committed to conducting its business in compliance with the law and the highest ethical standards, ensuring that modern slavery is not in any way present in any part of our business or supply chain.
- The company is committed to increasing awareness of the practice of modern slavery and will endeavour to ensure that all employees are able to identify and take the appropriate steps necessary, to safeguard people vulnerable to exploitation
- Bribery is a serious criminal offence and corrupt acts expose the company and its employees to the risk of prosecution, fines, and imprisonment, as well as endangering the company's reputation. The company is committed to the prohibition of such conduct. This is not just a cultural and moral commitment on the part of the organisation; it is a legal requirement.
- The company has a strict anti-bribery and corruption policy in line with the Bribery Act (2010). A bribe is defined as: giving someone a financial or other advantage to encourage that person to perform their functions or activities improperly or to reward that person for having already done so.

QUALITY AND SUPPLY CHAIN

- As a business we always take a responsible approach to supply chain management and the sourcing of materials and services from external providers.
In line with our own approach to business, we have the same expectations of our suppliers. To act in a responsible and sustainable way; to ensure that those involved in the supply chain are safe and treated fairly; and to consider and reduce any adverse environmental and social impacts related to the sourcing process.
- Our Health and Safety policy works towards making a safe environment for all employees, ensuring regular training to all staff, working towards a zero-accident environment
- As a business we maintain a certified process orientated, quality management system to ISO9001. We expect our suppliers to do the same.

Sharon Boyle
Managing Director