



# SUSTAINABILITY POLICY

## ECONOMIC ISSUES

### Contribution to the UK economy

The company provides direct employment for people in the UK.

The company supplies products to our customers at the right price and quality at the right time, thus enabling our customers to compete within their markets.

### Investment for the future

The Directors are always looking at re-investing in the company.

## SOCIAL ISSUES

### Commitment to Health and Safety

The company has a health and safety policy in place and continually provides and maintains standards of safe and healthy working conditions. Employees and their representatives are consulted and involved wherever possible in the continuing interest of health and safety matters.

### Training and development of the workforce

The company is committed to providing a high standard of relevant training for its employees.

Training for company employees takes place in-house and given or authorised by the Top Management of the company. If any employee's needs cannot be met in-house, then the relevant training course will be looked for and provided.

### Involvement with local communities

The company supports local charities and the community through donations, volunteering, and in-kind contributions.

## ENVIRONMENTAL ISSUES

### Commitment to the environment

The company is committed to the environmental policy that we have in place. In all our activities, working practices and business relationships, we continuously work towards protecting, conserving, and enhancing all aspects of the environment both at local and global levels.

## Certification of environmental management systems

The company does not currently hold a certificate for the Environmental Management System to ISO 14001 but working towards minimizing any gaps identified.

Company have Environmental Policy Statement in place and through its activities working towards reducing its impact on the environment.



## Prudent use of natural resources

The company reduces the impact on the environment by suitable minimisation, re-use, recycling, and through reduction schemes. The company is a distributor not a manufacturer of components that is offering to its customers.

## STAKEHOLDER ENGAGEMENT

### External partnerships

The company is the market leader, providing the right quality products at the right price at the right time to customers globally.

### Customer information provision

The company has a website giving all the relevant information that customers require including datasheets, certifications, and guidance.

### Transparent reporting

The company has an annual reporting system in place that includes financial aspect, which are available internally and externally upon request.

The following document is available through the internal system, supported by Top Management, and communicated and understood by all Andrews Fasteners employees and interested parties.

Review date: 07/02/2026

Update date: 07/02/2026

  
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 General Manager