



Paragon House
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CSR Policy

As a responsible organisation, owned and operated by family members, we believe that the long-term future of the Company is best served by respecting the interests of all our stakeholders: Shareholders, Staff, Customers, Suppliers and the wider community. We look actively for opportunities to improve the environment and to contribute to the wellbeing of the communities in which we trade. Our CSR policy sets out the principles we follow and the programmes we have developed to focus on the areas where we have significant impact or influence.

Principles

Shared responsibility

Social and environmental responsibility involves everyone. In our case, the Companies structure means that Shareholders and staff share the responsibilities of ownership as well as its rewards. We aim to develop and implement social and environmental policies which fit in with our Companies everyday activities and responsibilities.

Honesty and accountability

Democratic ownership means sharing profit, knowledge and power. We will communicate our environmental policies, objectives and performance openly and honestly to our Shareholders and staff and to others with an interest in our activities, including customers and suppliers. We will encourage them to communicate with us and will seek their views.

Sustainable progress

We are committed to improving our performance. We will take into account technical developments, changing scientific evidence, costs and customer concerns and expectations in the development and implementation of all new social and environmental policies and procedures. We will monitor our performance, set objectives for improvements and report our progress.

Demonstrable compliance

As a minimum, we will meet or exceed all relevant legislation. Where no legislation exists we will seek to develop and implement our own appropriate standards.



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Programmes

Environment

We will take all reasonable steps to manage our operations so as to minimise our environmental impact and to promote good environmental practice. We will continue to promote responsible and sustainable methods of manufacture and review regularly our business practices and performance to identify how we can improve our energy efficiency, minimise packaging and reduce water usage, waste disposal and air emissions.

Relationships

We will conduct our business relationships with integrity and courtesy, and honour our trading commitments. Our aim is to build long-term relationships with our suppliers and provide support for local, or specialist manufacturers. We are committed to trading fairly with all our suppliers, and will communicate our responsible sourcing expectations to them in the areas of health, safety and worker welfare, sustainable and good environmental practice.

Communities

We will build relationships with our customers, suppliers and the local communities we are part of by encouraging our Shareholders and staff to consider the needs of others and involve themselves in public service. We will obtain a wide range of views on our social and environmental policies and performance.

Stephen Wentzell

Director

10 March 2011