


TITLE Corporate Social Responsibility Policy Statement				
REFERENCE PP Policy 05 Rev 3	PREPARED BY Sue Alsop	APPROVED BY Andrew Golding	DATE ISSUED 01 st February 2018	PAGE 1 OF 1

The Managing Director and Directors recognise they have a responsibility to ensure all reasonable precautions are taken to comply with all statutory requirements and codes of practice which relate to the company employees and associated with Pioneer Pump working activities.

The company will:-

- Conduct every aspect of its business with honesty, integrity and openness, respecting human rights and the interests of employees and customers.
- We will respect the legitimate interests of those whom we have dealings with in the course of our business.
- We strive to create a workplace in which there is mutual trust and respect and every person feels responsible for the performance and reputation of our company.
- We respect individuals and each other's rights, customs and traditions.
- We work towards achieving a diverse workforce, recruiting, employing and promoting employees only on the basis of objective criteria, qualifications and abilities needed for the job to be performed assisting employees in realising their potential.
- We will maintain good communications with employees through information and consultation procedures.
- Pioneer Pump will conduct its operations in accordance with the principles of good corporate governance.
- No employee will seek or receive, either directly or indirectly, inducements or other improper advantages for business or personal financial gain.
- Pioneer Pump will not facilitate, support, tolerate or condone any form of money laundering.
- Where information is confidential, that confidentiality must be respected.
- We will pay a fair wage reflecting local markets and conditions and will always meet any national minimum wage.
- Working hours shall not be excessive and will comply with industry guidelines and national standards.
- Pioneer Pump will not employ illegal labour, forced or bonded labour, forced overtime or condone illegal labour.
- We will abide by the non-discrimination laws in every country where we operate.
- We will not use or condone the use of corporal punishment, mental or physical coercion or verbal abuse. We have disciplinary procedures for any member of staff whose conduct falls below the required standard.
- We have formal grievance procedures through which staff can raise personal and work-related issues.
- We will ensure our products and services are produced and delivered to comply with all legislation relevant to our business.

This Policy will be reviewed annually and communicated to all employees. The policy statement will be made available to all interested parties upon request.

Signed: - 

Andrew Golding – Managing Director
Date: - ...01st February 2018.....