

# Corporate Social Responsibility Policy

## This is the Corporate Social Responsibility Policy of Omicron Research Limited 6<sup>th</sup> September 2021

At Omicron we take our social responsibilities very seriously. Omicron is committed to providing a quality service in a manner that ensures a safe and healthy workplace for our employees and minimises our potential impact on the environment. We recognise that our success is built upon long-term relationships with our clients, our personnel, and our community.

Omicron's mission is to provide great value for money in solid dose and HPTLC products and support, to enable our customers to make safe and reliable products. We aim to achieve this by providing the most trusted products and support to laboratories in the UK, in the fields of solid dose and HPTLC

Omicron operates to the highest ethical standards and in compliance with all relevant legal principles. We and our employees conduct our business in a competent, fair, impartial, and efficient manner.

Our Corporate Social Responsibility Policy focusses on eight key areas:

- |                      |                                |
|----------------------|--------------------------------|
| - Business Practices | - Health and Safety            |
| - Employees          | - Competition                  |
| - Environment        | - Legislation                  |
| - Community          | - Gifts, Bribes and Corruption |

**Business Practices** - our clients are very important to us and we take pride in providing the best possible service. We strive to adhere to the highest standards of business practice, and this is demonstrated through our certification to ISO 9001:2015. We are committed to building long term relationships with our clients by being always honest and straightforward in our dealings.

**Employees** - all employees are treated with dignity and respect with equal employment opportunities given to all irrespective of their race, religion, gender, sexual orientation, maternity, marital status, family status, disability, age, or national origin. We are aware that our employees are our most valuable asset and also that we need to set an example of best practice. We keep in close contact with our employees to ensure that any concerns they have are listened to and dealt with. We do not tolerate bullying and harassment of any kind. Any allegations of bullying and harassment will be investigated and, if appropriate, disciplinary action will be taken.

**Environment** - the company constantly seeks to minimise the impact its operations have on the environment and has a programme of continual improvement on environmental issues.

Wherever possible we seek to minimise our effect on the environment, including moving towards a paper free office environment, using ever more fuel-efficient vehicles, sourcing green products where practicable and sponsoring the planting of trees in the National Forest.

**Community** - we recognise that we have a responsibility to the local community in which we operate and try wherever possible to be of practical help, supporting a local youth group as part of our activities.

**Health and Safety** - we provide a safe and healthy working environment for all of our employees both on and off our sites. We manage this through regular health and safety assessments and training.

**Competition** - by sticking to our core values of honesty, reliability, responsiveness and flexibility, we compete on the basis of our service and client commitment alone and will not compete unfairly with others.

**Legislation** - we comply with all international, national, and local legislation affecting our operations and pay all of our taxes as and when they fall due. We do not seek to reduce our tax liabilities via any artificial schemes.

**Gifts, Bribes and Corruption** - we neither make nor receive gifts of any kind, nor are our employees allowed to do so. In addition, we will not allow the direct or indirect offer, payment, solicitation, or acceptance of bribes in any form. Any employee found to be in contravention of this policy will be immediately disciplined and probably dismissed. Any criminal actions by our employees will be immediately reported to the police.

The development and implementation of this policy is the responsibility of the Directors of Omicron Research Limited, the undersigned.



Sam Stringer  
Commercial Director



Cheryl Athawes  
Operations Director

Date of Review: September 2022