



CORPORATE SOCIAL RESPONSIBILITY POLICY

Introduction to Corporate Social Responsibility (CSR)

CSR refers to the way in which businesses regulate themselves in order to ensure that all of their activities positively affect society as a whole. CSR policies aim to guarantee that companies work ethically, considering human rights as well as the social, economic and environmental impacts of what they do as a business. Businesses should meet, and aim to exceed, any relevant legislation, and if legislation does not exist in a particular area, the company should ensure they carry out best practices anyway.

Evans Vanodine International PLC are committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

Who we are and what we do

Evans Vanodine International are providers of global hygiene solutions. The business designs, manufactures and distributes chemical products and cleaners in the Livestock Protection and Janitorial Chemical Industries.

Evans Vanodine is a family-owned business and has been established for over 100 years. It is now employing the 5th generation of the family who are invested in the company as it is today and for future generations to come.

Evans Vanodine is a medium sized business located in Preston, England. From this location we export to 78 countries as well as supplying throughout the UK. Employing over 150 staff and with a turnover of £28,000,000.

Looking after Employees

At Evans Vanodine we strive to retain a loyal, happy and productive workforce. Measures to make this possible include:

- Paying a living wage or above.
- Having a profit related pay bonus for employees.
- Training and development relevant to job roles.
- Health and Safety policies to safeguard staff.
- Maintaining availability of a Mental Health Hotline which is free to use for any of our staff.
- Having policies in place to protect staff, such as Equal Opportunities and Harassment & Bullying. These policies are reviewed on a regular basis and staff are given a handbook on their employment rights and expectations.
- Occupational Health Checks to ensure a fit and healthy workforce.
- Giving staff appraisals to help in tracking progress and identifying where extra training may be required.
- Providing social events for staff, such as a Christmas party.

Looking after Customers

At Evans Vanodine we value our customers. Without our customers we would not have a business. Measures taken to look after our customers and retain them include:

- Having access to Technical Support teams, our laboratory-based scientists have over 200 years' experience.



- We strive to establish and maintain communication channels both directly with the customer and via our posts on social media channels, keeping customers up to date with applications, advice on current market trends and any new or improved products.
- Having onsite laboratories ensuring that not only are the products of the right quality but also labelled correctly to highlight how to use them safely.
- In house microbiology testing facility to validate the claims we make on our products.
- Fully supported solutions with field support and support from site available.
- Training is provided in our onsite demo facilities where we can show customers the best way to use our products efficiently and safely.
- COSHH assessment portal where registered customers can complete all the assessments they require with the most up to date information.

Suppliers' Standards

Evans Vanodine expects its' suppliers to do the following:

- Provide consistent quality of materials for use in our processes.
- Have policies that deal with Quality, Environment and Health and Safety.
- Have policies to safeguard their staff and protect employees such as Equal Rights, Anti-harassment and Modern Slavery.
- Supply materials on time and where possible in full.

In return Evans Vanodine will:

- Pay within the agreed timeframe.
- Source locally (within the UK) where materials are available.

Protecting the Environment

Evans Vanodine is in an industry that could be heavily polluting. We take various measures to minimise our impact on the environment. We do this by:

- Analysing the waste we produce on site and where possible source recycling solutions for the waste to avoid using energy recovery solutions, like incineration.
- Monitoring the water used on site and what we dispose of to drain. Improving cleaning techniques to use minimal water when cleaning vessels without impacting the quality of the products. Investigating reusing water where possible. Promoting the manufacture of concentrate over RTU products to minimise the amount of water being transported.
- Investigating and increasing the amount of recycled content in our packaging, including collaborating with HDPE manufactures to find safe and sustainable solutions for packaging.
- Ensuring all packaging provided is fully recyclable.
- Switching company cars to electric or hybrid electric when the contract ends.
- Providing onsite charging points to encourage the use of more electric vehicles.
- Finding innovative solution to reduce energy usage on site, including more efficient mixers and forced air ventilation systems to minimise the need for traditional heating and cooling systems.

Community Engagement

As a business we look to enhance and better our local community. Some ways we do this are:

- Providing an employment opportunity for people in the local area.
- Sponsorships of local events, sports persons, and teams.



- Monetary donations to local charities through both the company directly and staff members getting involved in events such as bake sales.
- Product donations to local hospitals, hospices and nursing homes.
- Holding regular general public meetings. As part of our commitment to COMAH we are obliged to tell members of the public of our operations, we do this through leaflets and public meetings where they can voice any concerns.

Peter Evans
Chairman
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