

# Environment and Corporate Social Responsibility continued

## Responsible Business

Our Code of Conduct ('the Code') sets out the values and standards of behaviour expected from all those working for or on behalf of Avon Rubber and the 2018 version is available on the Group's website. The Code requires all representatives of the Group to comply with the laws and regulations in the countries in which we operate. It also contains guidance on avoiding conflicts of interest, confidentiality, adherence to export controls, our approach to gifts and hospitality, bribery and corruption and managing relationships with third parties.

We encourage everyone to report any behaviour, which may be a breach of the Code, or is unethical or illegal.

We implement and enforce effective systems to uphold our zero-tolerance approach to bribery and corruption. To ensure we only work with third parties whose standards are consistent with our own, all agents and third parties who act on behalf of the Group are obliged by written agreement to comply with the standards set out in the Code. In addition, a programme of supplier audits exists to ensure suppliers adhere to our standards.

We are fully committed to respecting the human rights of all those working with or for us. We do not accept any form of child or forced labour and we will not do business with anyone who fails to uphold these standards.

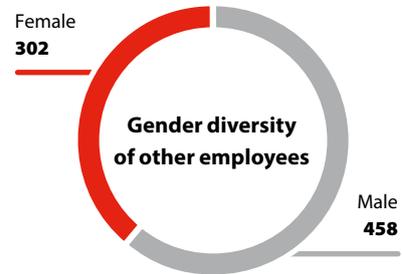
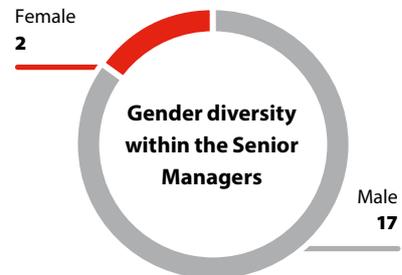
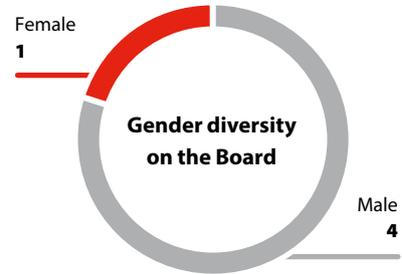
We have a zero-tolerance approach to modern slavery and are committed to acting with integrity in all business dealings and relationships and to implementing and enforcing effective measures to ensure modern slavery is not taking place in the business or its supply chains. Our Modern Slavery Act statement is available on our website for further details.

## Employees

Our success depends on our people. The Group aims to support all employees to develop their potential and we are committed to recognising, encouraging and nurturing talent across our business.

We are committed to providing a working environment where everyone feels respected and valued and we pursue equality of opportunity in all employment practices, policies and procedures regardless of race, nationality, gender, age, marital status, sexual orientation, disability and religious or political beliefs. A formal Board Diversity Policy is in place, setting out our approach to diversity. A copy can be found in the corporate governance section of our website.

The gender of our staff at 30 September 2018 is illustrated opposite.



Year end total: **Female: 305** **Male: 479**

## Our core values

The Group's core values are embodied by the acronym CREED, a set of principles and cultural values rigorously pursued and adhered to across the Group.

**C**

Understanding and delivering our customer (internal/external) needs and expectations.

**R**

Motivating our people through appropriate recognition and reward programmes.

**Great Place to Work**

Understanding and acting on the concerns of our employees is the key to our future and we encourage active engagement across our sites throughout the year.

Great Place to Work is a framework that gives every employee an opportunity to contribute towards a culture that truly does make Avon Rubber a great place to work. The framework comprises five key areas: Recognition, Communication, Wellbeing, Community and Training and Development.

 Read more on **pages 42 and 43**



**Graduate Scheme**

Avon Rubber has now entered the fourth cycle of its Graduate Scheme. The scheme is based on a two year 'work & learn' programme designed to bring new talent to our organisation.

Two new graduates were accepted onto the scheme in September and have both entered into their operations placement.

Both graduates who have reached the end of the two year programme have accepted permanent roles within the company and will be based at the company's headquarters in Melksham.



**E**

**Providing responsibility through meaningful employee empowerment.**

**E**

**Ensuring a friendly and engaged environment that embraces worthwhile communications where innovation is encouraged.**

**D**

**Recognising the value of cultural diversity and talent across our business.**