



Contact

Aluline Group is a global company that manufactures products and provides related services specialising in drainage solutions and FOG management for the waste water and hospitality sectors all over the world in an international network of companies. The groups' production facilities are located in Runcorn, Cheshire, United Kingdom. Transport links and the competitive nature of local air transport give us the means to service many markets. This complements our desire to be closer to our customers.

We are aware that globalisation is not about conquering the world, but becoming a natural part of the world. This is achieved by understanding and appreciating the differing cultures Aluline Group operates in and at the same time seeking to make our own values understood. To the employees, this means that we value local customs and cultures, and to the customers it means that Aluline Group is present where needed – as local support, but also as an international company who can take on any industry-related challenge.

About Us

With our **Aspiration, Promise and Behaviour** as our foundation, Aluline Group lives up to the expectations of being a responsible world citizen. This is deeply rooted in our history and culture and it is reflected in the way we carry out our daily business.

Aluline Group seeks relationships with all clients and authorities based on trust and shared knowledge. Trust that we earn through our actions and long-term reputation in the waste water drainage sector.

Our Promise

We provide sustainable partnerships in our businesses through reliability, excellence and innovation – driving true customer satisfaction and solutions, whilst taking into consideration sustainable action for the environment.

With our **Aspiration, Promise and Behaviour** as our foundation, Aluline Group lives up to the expectations of being a responsible international advocate for the environment. This is deeply rooted in our history and culture and it shall be reflected in the way we carry out our daily business.

Our relationships with all clients, authorities and stakeholders shall be characterised by trust. We are, of course, aware that trust must be earned through our actions and corporate reputation.

Our Behaviour

- We will build our business on trust.
- We will be innovative in our ambition to exceed expectations.
- We will be international whilst respecting local cultures.
- We will treasure sustainable results.

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Introduction

Aluline Group has a strong commitment to economic, environmental and socially-sustainable development. As a result of this commitment, Aluline Group has subscribed to the principles of the United Nations Global Compact (www.unglobalcompact.org). Aluline Group expects all players to comply with current regulations in the water industry and in addition to the laws of the countries where its businesses are located.

As an international leader within its core businesses, Aluline Group strongly believes that it is in the mutual interest of both Aluline and its' clients, to meet the present and future requirements of markets and society. This includes demonstrating responsibility towards the people taking part in education, development and delivery of quality products and services.

In the document, the term 'Aluline' refers to all Aluline Group companies.

Aluline Group – General Demands of Clients

This applies to the client and all group companies (the 'customer'). Client shall inform all group companies on their obligations in relation to the compliance and training and the client is responsible towards Aluline Group for all group companies' compliance.

The client is solely responsible for the costs in carrying out the compliance.

If Aluline Group finds or suspects incidents on non-compliance, related to their clients operatives and Aluline Group informs the client thereof, Aluline Group expects the client to investigate and correct issues of non-compliance as soon as possible and within an agreed timeframe. If the client does not show willingness to correct these issues, Aluline Group will consider terminating the business relationship. Any such termination of any business relationship

between Aluline Group companies and the client is considered a termination for cause and does not entitle the client to any kind of compensation.

Site Audit

Aluline Group may conduct unannounced audits at the clients' sites, including the manufacturing facilities in order to verify that the operatives are working in compliance with their training. Audits may be performed either by Aluline Group employees or by a third party auditor.

In order to verify the clients' compliance with the training, clients shall be prepared to provide Aluline Group access to relevant and reasonably requested information and documentation, during an audit. All auditors carrying out waste audits are bound to confidentiality by written agreements. All information and results obtained in connected with a waste audit will be handled confidentially by Aluline Group and will only be shared with the compliance authority. Aluline Group will only use such information for internal purposes.

Contact

For general enquiries or comments on the audit / training, clients may contact the customer help desk contact at Aluline Group.

Supplier Behaviour

Child Labour

Aluline Group respects children's rights to development and education. Therefore, Aluline Group does not accept the use of child labour as part of the full-time workforce at the supplier. This includes employing children under the age of 15, children younger than the legal minimum age, or children younger than the age of completing compulsory school.

Juvenile's (children between the ages of 15 and 19) are only allowed to be employed by the supplier, provided that the work complies with local laws and the ILO Minimum Age Convention.

In general, all children under the age of 18;

- must not be employed in hazardous work.*
- must not work night shifts.
- are entitled to more breaks than adults.

(*) – hazardous work is work which, by its nature or the circumstances, is likely to harm the health, safety or morals of children.

Discrimination

Aluline Group respects cultural differences and does not do business with a company if the company practices discrimination at work based on race, religion, gender, age, nationality or sexual orientation. Company's employees must not be exposed to any physical punishment, threats of violence or physical, sexual, psychological or verbal harassment or maltreatment in the workplace or in work-related situations.

Forced Labour

The code does not permit forced or involuntary labour. This includes forced prison work on a forced contract, slavery and other forms of work, which are done against one's will or choice.

Aluline Group does not tolerate employment which confines the employee in unreasonable debt bondage, for example, through fee-charging employment agencies.

Working Environment

Aluline Group supports the fundamental human right to have sound working conditions. Supplier must ensure a good and safe working environment which complies with all applicable rules and laws. As a minimum:-

- Workers must not be exposed to dangerous work without being properly protected.
- Workers must be provided personal protection equipment and be instructed in its proper use.
- Facilities must comply with applicable laws and rules about construction safety as well as fire protection – and fire alarms.
- Facilities must provide appropriate light and ventilation.
- All dangerous materials must be stored in safe places and used in safe and controlled ways.
- All machinery must be properly maintained and shielded.
- Facilities for meals, resting and sleeping, must, if provided, be kept clean and safe.

Working Hours and Salaries

Aluline Group recognises the need for a sound balance between working time and leisure time for all employees.

Unless the law provides otherwise, the maximum working time at the suppliers' sites is 48 hours per week, plus maximum 12 hours overtime work. All workers shall be allowed to have at least one day off in a period of 7 days unless the national law/rules provide otherwise.

Salaries for work and overtime shall be in accordance with the applicable national law or applicable national rules. Deductions in salary due to company fines or penalties must never compromise minimum salary.

The Right to Organise and Collective Bargaining

The supplier must not interfere with the workers right to form and join unions or to bargain collectively. This means that the supplier must recognise his employees' right to choose whether or not to associate with or establish any organisation including labour organisations. If trade unions are not allowed in the area of operation, or only state authorised organisations are allowed, the supplier shall facilitate alternative measures to allow employees to access management to discuss work-related matters.

Right to Privacy

The supplier shall respect his employees' rights to privacy when it gathers or keeps personal information or implements employee-monitoring practices.

Environment

Environmental considerations are an integral part of Aluline Group business practices. The supplier shall commit to reducing the environmental impact of its manufacturing process.

- **Pollution Prevention and Resource Reduction**
The supplier shall avoid pollution and actively strive to reduce material consumption.
- **Chemicals and Hazardous Materials**
The supplier shall ensure that chemicals and hazardous materials are handled, stored and disposed of in an environmentally safe way.
- **Air Emissions**
The supplier shall ensure that air emissions of volatile organic chemicals, aerosols, corrosives, particulates, ozone depleting chemicals and combustion by-products generated from operations are to be characterised, monitored, controlled and treated as required by law, prior to discharge.
- **Waste Water and Solid Waste**
The supplier shall ensure that waste water and solid waste generated from operations, industrial processes and sanitation facilities are to be monitored, controlled and treated as required by law prior to discharge or disposal.
- **Recycling and Reuse of Materials and Products**
The supplier shall contribute to the recycling and reuse of materials and products to the extent possible.

Corruption

Corruption and bribery are recognised as barriers to sustainable development and free trade. Aluline Group does not accept these practices and therefore does not offer or accept any kind of undue payment in any of our business transactions. The supplier shall act accordingly.

Goals and Strategy

Aluline Group is a leader in its core business areas, not only because its products are unsurpassed technologically, but also because its prices are competitive. This places heavy demands on purchasing.

Our strategy includes:-

- Reducing yearly costs.
- Reducing the number of suppliers through purchasing consolidation.
- Reducing complexity through global procurement.

The strategy and global coordination benefits both Aluline and our suppliers in the following ways:

Aluline Group divisions globally increase competitiveness through supply efficiency and cost reductions.

- Suppliers develop active partnerships with Aluline Group to enhance volumes and expand business opportunities.
- Both parties develop a relationship for innovative technological and commercial cooperation.

Dedication and Innovation

Our strategy is to be at the top of our core competence areas, primarily alleviating pressure on waste water networks, offering education, sharing case studies, developing innovative products and introducing best management practices. Our transport activities are vital to this mutual goal.

For 20 years, Aluline Group has been a pioneer in the industries it serves. Aluline Group introduced the stainless steel Grease Management System into the international market and since then continues to launch market innovations, such as:

- Coffee catcher.
- Clinical waste steriliser.
- National education programme.
- Quadwash.
- Water recycling systems.

Aluline Group is constantly raising the bar in quality and technological creativity. To achieve such breakthroughs we work with the best obtainable materials and components.

Our Expectations

Responsible Business Practices

Aluline Group suppliers must meet our standards in business practices, environmental requirements and labour welfare.

Respect for environment and people are inherent in the way we do business.

Our suppliers are required to uphold the values in our **Mission Statement** and to comply with the UN Global Compact. Purchasing activities at Aluline Group also fulfil **ISO 14001** procedures and policies.

Since its founding, Aluline Group has been committed to responsible business in all the countries where it operates. We not only work to expand to new markets but also to enrich the communities where we set up our facilities. This includes working with suppliers in line with those commitments.

Partnerships in Quality

It is a given that an industry leader like Aluline Group expects its suppliers to uphold world-class standards in quality control, including **ISO 9001**. But at Aluline Group we go beyond following quality policies and procedures. Our organisation lives, breathes and works quality on a daily basis. We are always striving for ways to make our products and services as efficient and cost effective as possible to exceed our clients' expectations.

We offer:

- Technological levels corresponding to the requirements of advanced and highly automated production.
- International presence and orientation to meet our logistics needs.
- Innovative approaches to products and production.
- Strong logistic capabilities.
- High quality products.
- Competitive pricing practice.

Environmental Requirements

Aluline Group manufacturing companies comply with the mandatory requirements of **ISO 9001**.

Aluline Group supports the **Business Charter for Sustainable Development** issued by the **International Chamber of Commerce** (ICC) and has implemented in its principles in an environmental policy, which applies to all the companies of the group.

Aluline Group has also joined the UN Global Compact, which fosters corporate citizenship and global responsibility.

Our people must recognise our commitment to:

- Supporting a preventative approach to environmental challenges.
- Initiatives to promote greater environmental responsibility.
- Encouraging development and diffusion of environmentally-friendly technologies.