

RCA Global Ltd T/A Renaissance - Corporate and Social Responsibility Policy

Introduction:

At Renaissance, we recognize the importance of corporate and social responsibility (CSR) in conducting business. As a UK-based small and medium-sized enterprise (SME) engaged in the distribution and assembly of accessories, we are committed to making a positive impact on society and the environment. This policy outlines our principles and commitments to CSR.

1. Compliance with Laws and Regulations:

We are dedicated to complying with all applicable laws and regulations related to our business operations. This includes but is not limited to, environmental regulations, labor laws, and ethical business practices.

2. Environmental Sustainability:

We are committed to minimizing our environmental impact through responsible business practices. This includes reducing energy consumption, waste, and emissions where possible. We will strive to use environmentally friendly materials and promote the recycling and reuse of products.

3. Ethical Labor Practices:

We believe in treating all employees with fairness, dignity, and respect. Our commitment includes providing a safe and healthy working environment, fair wages, and ensuring that working hours comply with applicable laws. We oppose discrimination and harassment in any form.

4. Supply Chain Responsibility:

We will work closely with our suppliers to ensure that they adhere to ethical and responsible business practices. This includes promoting fair labor practices, human rights, and environmental sustainability throughout our supply chain.

5. Community Engagement:

We are dedicated to supporting and contributing to the communities in which we operate. This may include sponsoring local events, participating in charitable initiatives, and encouraging employees to volunteer their time and skills for community projects.

6. Diversity and Inclusion:

We value diversity and inclusion in our workplace and commit to fostering an environment where all employees feel welcomed and valued. We will strive to create a workforce that reflects the diversity of the communities in which we operate, and supports the business values.

7. Transparency and Accountability:

We will communicate our CSR initiatives, progress, and challenges transparently to our stakeholders. Regular assessments and evaluations will be conducted to check our performance against our CSR goals, and adjustments will be made as necessary.

8. Continuous Improvement:

We are committed to continually improving our CSR efforts. This includes seeking feedback from stakeholders, staying informed about emerging CSR trends, and adapting our practices to align with evolving standards and expectations.

By adhering to these principles, Renaissance aims to be a responsible and sustainable business that contributes positively to the well-being of society and the environment.

Signed - *Rolf Smaldon*

Date - 15/1/2024

Name - Rolf Smaldon

Position - Managing Director

RCA Global T/A Renaissance