Ethical, Corporate Social Responsibility Policy 2026/2027

Introduction
Jayplas, the registered trademark and the trading name J. & A. Young (Leicester) Ltd. Our Ethical Corporate Social Responsibility policy sets out the guidelines that ensure that Jayplas conducts its business operations in an ethical, corporate and socially responsible manner. Corporate Social Responsibility (CSR) refers to the way in which a company regulates itself to ensure that all its activities positively affect social and environmental concerns. We address these issues alongside our ethics policy.

Our CSR policy aims to guarantee that we, our customers, and our supply chain work ethically, considering human rights as well as the social, economic, and environmental impacts of what we do as a business. Jayplas not only meets but aims to exceed any relevant legislation's requirements. If such legislation does not exist in a particular area, we will ensure that we adopt best practice where possible. Jayplas are committed to ensuring that our business undertakings are conducted in an ethical, corporate, and socially responsible manner by following the below policy.

Who we are and what we do.
Jayplas has operated in the plastic recycling Industry sector since its incorporation in 1975. With over 50 years of experience, we have expanded to be one of the United Kingdom's largest independent plastic recycling companies. Our facilities are BSI certified where required. Using the latest technology and keeping up to date with the latest innovations in our sector, we offer a 360-degree recycling service, from sorting post-consumer plastic packaging though to delivering products that can be used back into the plastic packaging supply chain, and finished recycled packaging products for use in plastic packaging supply chain.

Looking after Employees

Ethics
Jayplas is a member of SEDEX and subscribes to its ethos. We have recognised the following principles as key to maintaining ethical standards both within and outside the organisation.

- That employment is freely chosen;
- Freedom of association and the right to collective bargaining are respected;
- Working conditions are safe and hygienic;
- Child labour shall not be used;
- Living wages are paid;
- Working hours are not excessive;
- No discrimination is practiced;
- Regular employment is provided;
- No harsh or inhumane treatment is allowed.

These principles are crucial to retaining loyal and productive staff, and it is vital to maintain a good working environment. To that end, Jayplas gives the following undertakings;

- We are an equal opportunities employer, compliant with the Human Rights Act 2010;
- We recognise, and are compliant with, the Modern Slavery Act 2015;
- We operate a group-wide Health & Safety policy, underpinned by procedures, the appropriate risk assessments, and of course the appropriate training for all employees;
- All staff undergo a full induction process, which includes training relevant for the role they are in. Supervisory and management staff conduct ongoing assessments and appraisals with respect to performance. Personal development is encouraged as part of company succession planning;
- Communication is central to the company ethos. This takes the form of both formal mechanisms such as induction and scheduled meetings, as well as visual management throughout each plant;

- All staff are paid in accordance with prevailing UK legislation. Working pension contributions are made on behalf of each member of staff. Other benefits are in line with the responsibilities assigned to specific job roles, for example, company cars and/or mobile phones;
- The company operates a Company Handbook clearly outlining the appropriate procedures and protocols to be used to resolve any HR issues that may arise during an individual s employment.

Looking after Customers
Jayplas recognises that it is critical to take the best possible care of its customers, to ensure that they have a positive impression of us. To support this intention, we;

- Conduct annual customer satisfaction surveys to develop plans to meet and exceed customer requirements;
- Ensure the Health & Safety and quality of our products and services is maintained by training and implementing safe working practices in all steps of our processes, both internal and external. This applies to the entire supply chain;
- Communication with our customers is conducted through a variety of means, as well as through structured meetings, and the customer's own SQA initiatives.

Suppliers Standards
Jayplas recognises that it is vital to ensure that we use good suppliers and maintain a good working relationship with them. To that end;

- All suppliers must comply with appropriate legislation in their country of origin, and where possible, set out to exceed those requirements;
- All suppliers must adhere to the principles laid out in the ethics section of this document;
- Where possible or appropriate, local suppliers are used to encourage a greater sense of community, and to incorporate the company into that same community;
- Jayplas pays suppliers on time, and in keeping with their invoice periods to ensure that cash flow continues uninterrupted, supporting smooth business interactions;
- We encourage all of our suppliers to adopt and / or implement a documented CSR policy;
- Effective communication is at the heart of our day-to-day dealings with our supply chain

Protecting the Environment
Jayplas are fully committed to reducing the environmental impact that our business activities may have. This is accomplished via;

- Our manufacturing sites are certified to ISO14001 As amended. Third party certification audits are conducted by BSI UK;
- Water usage, amongst other metrics, is measured and optimised as part of our KPI regime underpinning our ISO 14001 certification;
- Our core business is the recycling of various polymers, ideally placing us to make a large positive contribution to reducing our overall environmental impact;

We actively encourage greener transportation by;.

- Encouraging employment from local catchment areas thereby enhancing community engagement
- Attempting to ensure that company vehicles (such as delivery vehicles, plant/ machinery, or company cars) should be as energy efficient as possible.
- Ensuring that our trailers are optimally packed as close as possible to full loads to minimise collection or delivery miles and therefore minimise our carbon footprint.