



BOARD CORPORATE SOCIAL RESPONSIBILITY POLICY

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Overview

Corporate Social Responsibility (CSR) is the continuing commitment to behave ethically and contribute to economic development while adding value to the workforce, the local community and society at large.

Scope

This policy relates to Tox Free Solutions Limited (Toxfree or Company) group of companies including wholly owned subsidiaries.

Objectives

CSR will be achieved by adopting practices to ensure that Tox Free Solutions Limited (Toxfree) operates in ways that meet, or exceed, ethical, legal, commercial and public expectations.

CSR will be integrated as part of day-to-day business, engaging all stakeholders, including strategies to make socially responsible decisions, conform to ethical behaviour and comply with legislative requirements.

Toxfree will fulfil their CSR via

- People
- Environment
- Community

Principles

Toxfree is committed to helping improve its employees' general health and well-being and to enhance their work performance and productivity, through awareness and training programmes.

Toxfree recognises the importance of the natural environment and our responsibility to minimise our impact on it. We are committed to comply with all relevant regulatory requirements regarding the



environment. We aim to minimise consumption of resources and make use of recycling initiatives wherever practical.

Toxfree, as a responsible member of the local community, aims to both contribute and invest in the community. This may include initiatives that involve:

- Community Support
- Philanthropy
- Commercial sponsorships

Responsibilities

Management will report to the Board throughout the year on initiatives taken to enhance CSR, and a Director of the Board will be specifically designated to have oversight of these initiatives.

Review of Policy

This policy shall be reviewed by Toxfree on a regular basis and if required be amended to suit the requirements of the Company and adherence to the law.

Bob McKinnon
Chair
TOX FREE SOLUTIONS LIMITED

Date

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