

Environmental & Corporate Social Responsibility Policy



Validus – A Responsible Corporate Citizen

As a responsible corporate citizen, Validus aims to act in a socially responsible manner at all times. We seek to conduct our business in a way which achieves profitable yet sustainable growth whilst demonstrating a high degree of integrity and social consciousness. We believe that this approach may create a source of competitive advantage for our business.

Our responsible outlook encompasses interaction with:

- Our marketplace.
- Our environment.
- Our community and
- Our people

Demonstrating our commitment to CSR is an ongoing task in which we aim to align our business values, purpose and strategy with the social and economic needs of these listed bodies, whilst embedding responsible and ethical business policies and practices into everything we do.

By working together with all these bodies and embracing CSR, Validus will open doors to new markets, opportunities and relationships, increase our competitiveness and profitability and demonstrate our continued commitment to sustainable development. The Company's policies continue to promote fair and ethical dealings with customers and competitors as a matter of law and conscience.

Our CSR Principles

Validus is committed to the following CSR principles:

- We manage our business with pride and integrity.
- We are committed to full legal compliance in all that we do.
- We will aim to attract, retain and develop our employees
- We aim to provide a safe, fulfilling and rewarding career for all our employees
- We shall support and encourage our employees to help local community organisations and activities in our region
- We shall operate an equal opportunities policy for all present and potential future employees
- We shall provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment
- We will offer our employees clear and fair terms of employment and provide resources to enable their continual development
- We shall maintain a clear and fair employee remuneration policy and shall maintain forums for employee consultation and business involvement

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- We shall provide, and strive to maintain, a clean, healthy and safe working environment
- We shall uphold the values of honesty, partnership and fairness in all our relationships
- We will promote equality of opportunity and diversity throughout our business operations
- We will undertake responsible business practice within our supply chain
- We shall encourage suppliers and contractors to adopt responsible business policies and practices for mutual benefit
- Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship
- We will operate in a way that safeguards against unfair business practices
- We shall demonstrate our commitment to quality and safety in every aspect of our business
- We will aim to have a positive influence within the communities in which we operate
- We will minimize our impact on the environment and promote good environmental practices within our supply chain

Our Duty of Care to the Environment:

Validus recognises that the operation of its business could have an impact on the environment and, as a minimum standard, will comply with current applicable legislation. We are committed to continuous improvement in our environmental performance, the prevention of pollution and to improving efficiency in the use of resources including energy, water, packaging and other raw materials. We are also committed to the achievement of ISO 14001.

We aim to:-

- Fully comply with relevant legislation
- Minimise the risk to the public from any acts or omissions resulting from the Company's operations
- Have the necessary control measures in place to protect the natural environment
- Minimise emissions of noise, air pollution and waste products
- Ensure all employees have suitable and sufficient information, instruction, training and supervision to act with due consideration for the environment
- Seek to ensure that contractors working on our behalf to meet with an equal standard of care for the environment
- Continually monitor the environmental impact of our operations.

Investing in Our Employees:

Validus recognises that our employees are the most important asset for ensuring that we continue to meet our business objectives. As key stakeholders, employees attach importance to companies demonstrating their CSR through progressive employment practice as well as through their behaviour as good corporate citizens. The 'be the best' attitude and hard work of our people sustains our culture of commitment to our customers.

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We are guided by the aim of delivering a competitive and fair employment environment and to providing the opportunity for employees to develop and advance, subject to personal performance and business objectives.

Validus is committed to offering equal opportunities to all people without discrimination as to race, sex, nationality, ethnic or national origin, language, age, marital status, sexual orientation, religion or disability. The Company does not tolerate harassment in the workplace in any form and remunerates fairly with respect to skills, performance, competitors and local market conditions. Our recruitment procedures avoid the employment of under-age staff.

Validus encourages an open and honest culture in all its dealings with employees. Internal channels of communication have been established to allow employees to voice their views and concerns and the Company briefs all employees and their representatives on all relevant matters on an ongoing basis. Employees are encouraged to raise certain issues (regarding ethical behaviour or legal compliance) directly with the Company in confidence, can come forward without fear of their position and have the option to consult an independent external party if they choose.

We aim to:-

- Attract and retain the best people
- Provide the appropriate training and development for our people to help them reach their full potential
- Provide a safe and healthy working environment
- Give autonomy to allow our people to best achieve our business objectives
- Provide clear and regular communications to ensure that all employees feel a part of the Company, have the opportunity to voice their views and concerns and understand and share our corporate values
- Provide equal opportunities for all throughout the Company.

Our Community Involvement

Validus is committed to having an impact within the community in which we operate and increasing corporate community involvement in three main areas:-

1. Corporate support for employee giving
2. Corporate support for employee volunteering
3. Corporate giving

The Directors of Validus are committed to being responsible citizens through the support for appropriate non-political and non-sectarian projects across a range of organisations and charities and encourage the business to support local charities both with financial and non-financial donations be they educational, sporting or health related. The Company aims to support the creation of a prosperous, educated, sustainable and healthy community.

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We aim to:-

- Provide a first class business service and create employment opportunities to the community in which we operate
- Take our broader responsibilities very seriously through charitable donations and through local engagement
- Support our community involvement by supporting local charities, education and sports clubs
- Encourage employees to become involved with local organisations and initiatives
- Take our environmental responsibilities seriously and be aware of the impacts of our operations on our local community
- Open up communications with the community in which we operate and value it as a key stakeholder in our Company

What are the benefits to Validus?

The benefits of CSR include enhanced reputation, competitive edge, better risk management and a more committed and efficient work force. We believe that by implementing our CSR policy we will see benefits such as:-

- Reducing risk
- Enhancing brand value
- Creating opportunities/opening doors and creating goodwill
- Improving staff efficiency and morale

Action Plan

In order to ensure that our aims are being achieved and exceeded where possible Validus will review the detail of this Policy annually and rewrite it as a whole on its fifth anniversary in light of the social and corporate environment subsisting at that time.

Ownership

The Chief Executive Officer has sponsored and is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance to this policy rests with all employees throughout the Company.

Document Control

Accountability

Document Owner	General Manager (NF)
Document Author	General Manager (NF)

Authorisation

Committee	Exec Team
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Administration

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Revision Record

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2	March 2012	General Manager (NF)	Y	No changes required
3	May 2013	General Manager (NF)	Y	Reviewed and approved
4	May 2014	General Manager (NF)	Y	Approved
5	May 2015	General Manager (NF)	Y	Approved - no changes required
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