



Bay Plastics Limited

CORPORATE SOCIAL RESPONSIBILITY





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Corporate Social Responsibility (CSR)

POLICY BRIEF & PURPOSE

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our environment and people.

Our company is a system of people, values, other organisations, and nature. The social responsibility of a business is to give back to the world, just as it gives to us.

Management must communicate this policy on all levels. Managers are also responsible for resolving or escalating any CSR issues.

SCOPE

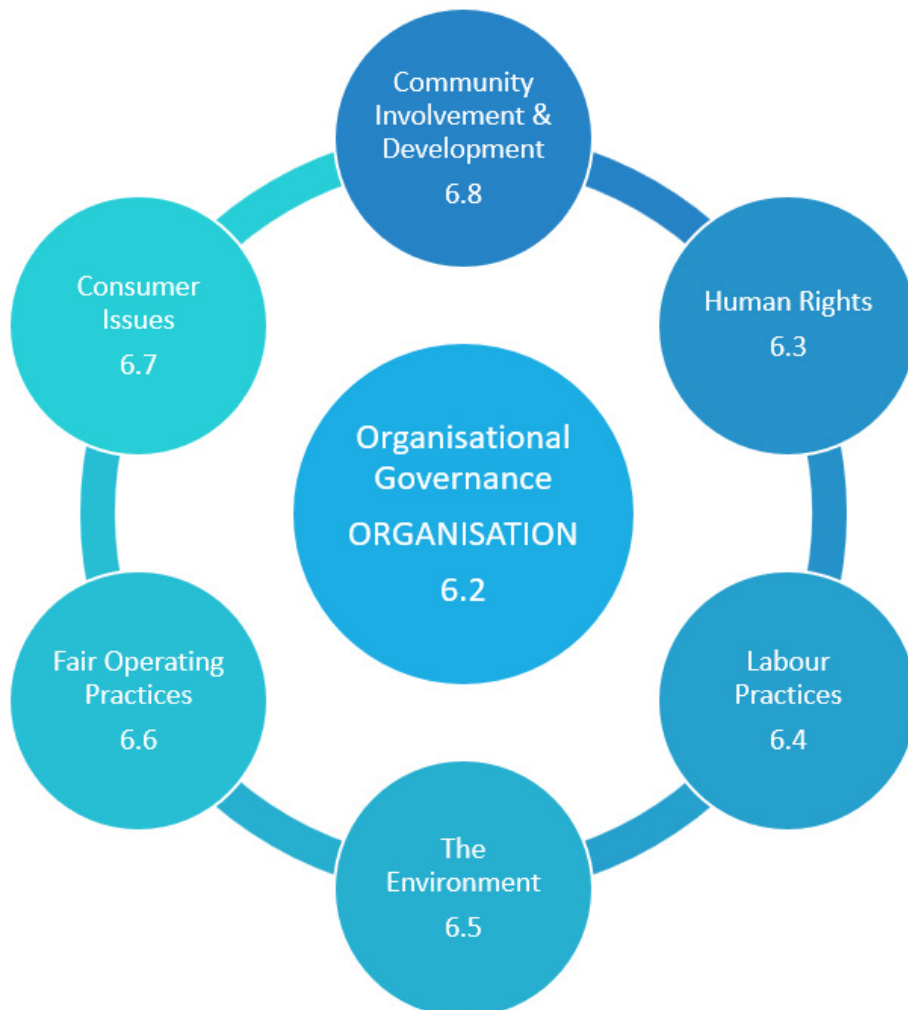
This policy applies to our company and its affiliates. It may also refer to suppliers and partners.

What is Corporate Social Responsibility (CSR)?

Our Corporate Social Responsibility (CSR) policy outlines Bay Plastics efforts to be socially accountable to our business, to our employees, to our stakeholders, to our customers, to the human race, and to the planet.

Bay Plastics Corporate Social Responsibility (CSR) strategy is established around the ISO 26000 seven core subjects of social responsibility.

CORE SUBJECTS AND ISSUES OF SOCIAL RESPONSIBILITY ADDRESSED IN ISO 26000



Organisational Governance

The international standard on social responsibility, ISO 26000, defines organisational governance as:

“A system by which an organisation makes and implements decisions in pursuit of its objectives”.

At Bay Plastics Ltd, we:

- Have a Senior Management team who demonstrate leadership, commitment and accountability.
- Have processes, systems, structures and other mechanisms which allows us to make decisions and operate in a way which is conducive to social responsibility.
- Promote a culture in which our employees support and advocate social responsibility.
- Have governance systems including the management processes designed to deliver on performance objectives while considering stakeholder interests.
- Have two-way communication processes with employees, customers, suppliers, and any other stakeholders.
- Use financial, natural, and human resources efficiently.
- Promote fair and equal opportunities.



Human Rights



- Our company is dedicated to protecting human rights consistent with the Human Rights Act 1998.
- Bay Plastics ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labour and child labour).
- We are a committed equal opportunity employer and will abide by all fair labour practices to ensure individuals are treated similarly, unhampered by barriers or prejudices or preferences, except where distinction is explicitly justified.
- We are a fair, respectful, and inclusive company; encouraging a culture that values openness and transparency and recognises individual achievements.

ASSOCIATED DOCUMENTS

- [Code of Conduct](#)
- [Workplace Handbook](#)
- [People Values](#)
- [Sustainability Committee Standard Agenda](#)



Labour Practices



Bay Plastics Ltd will ensure that we:

- Don't risk the health and safety of our employees, our stakeholders, and the community. We will ensure Bay Plastics is a safe and healthy place to work.
- Avoid harming the lives or local and indigenous people.
- Support diversity and inclusion.
- Are open to suggestions and listen carefully to ideas.
- Try to continuously improve the way the company operates.
- Will ensure business and product innovation (R&D).

ASSOCIATED DOCUMENTS

- [Health & Safety Policy](#)
- [Coronavirus \(Covid-19\) Policy](#)
- [Code of Conduct](#)
- [Workplace Handbook](#)
- [People Values](#)
- [Sustainability Committee Standard Agenda](#)
- [Recruitment Policy](#)



The Environment



Our company recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We will always follow best practices when disposing of waste and using chemical substances.

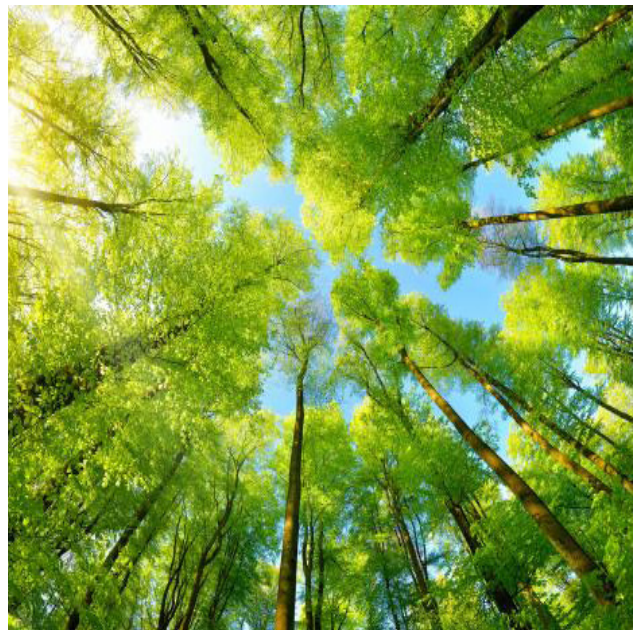
We continually review the impact of our products on the environment post-production, during product use, and at product end of life.

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Reduce our impact on air, land, and water by conserving energy and natural resources.
- Being a good neighbour by making a positive contribution to the communities close to our operations and ensuring transparent communications to all our stakeholders.

ASSOCIATED DOCUMENTS

- [Air Quality Assessment](#)
- [Annual Recycling Certificate 2021](#)
- [Energy Saving Report - Solar & Voltage Optimisation](#)
- [Energy Overview - September 2021](#)
- [Environmental Policy](#)
- [Recycled Waste Report - per year](#)
- [Streamlined Energy & Carbon Reporting \(SECR\) Proposal](#)
- [Sustainability Policy](#)



Fair Operating Practices



- **Anti-Corruption** - We have implemented and maintain processes and procedures which oppose and prevent dishonest or fraudulent activity.
- **Fair Competition** - We do not engage in competitive practices that harm other consumers or businesses. We comply with laws and regulations which promote healthy competition within a free market by limiting the abuse of monopoly power.
- **Responsible Information Management** - We have implemented and maintain processes and procedures and comply with laws and regulations relating to data integrity, disclosure, security and confidentiality.

ASSOCIATED DOCUMENTS

- [Code of Conduct](#)
- [Sustainability Policy](#)
- [GDPR Policy](#)



Consumer Issues

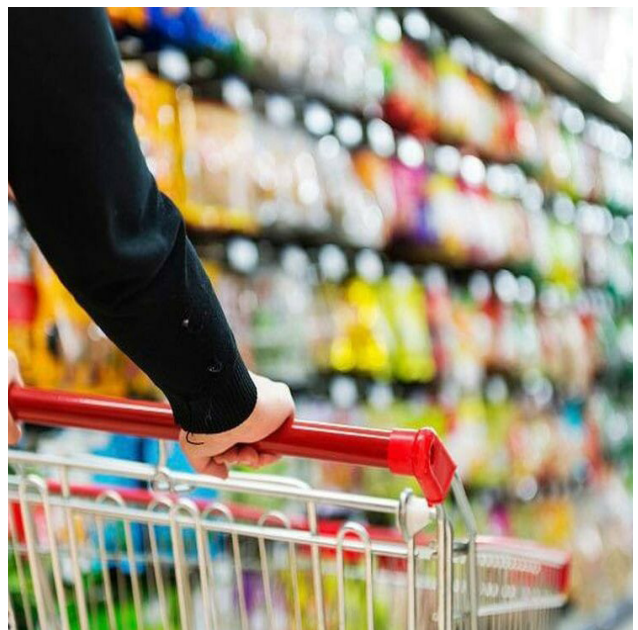


Bay Plastics Ltd will ensure that we:

- Use fair and transparent marketing information and contractual processes which enable customers to make informed choices.
- We inform/educate our customers on the environmental, social and economic impacts of our products and services to enable customers to make knowledgeable decisions when doing business with us.
- We use products and services, design and manufacturing methods which are risk free and advocate sustainability.
- Have effective channels and processes which enable our customers, suppliers, and third-party stakeholders effective redress for unsatisfactory services or poor-quality products.
- Respect the right for privacy and confidentiality in line with data protection regulations.
- our communications and marketing are clear, legible, and understandable.

ASSOCIATED DOCUMENTS

- [Code of Conduct](#)
- [Ecovadis Certification](#)
- [GDPR Policy](#)
- [ISO Certification](#)
- [Quality Policy](#)
- [Sustainability Policy](#)
- [People Values](#)



Community Involvement & Development

Volunteering

Our company will encourage our employees to volunteer time or resources to help those in need. Our company may sponsor volunteering events from other organisations or charities.

Supporting the Local Community

We do initiate and support community investment and educational programs. For example, it may initiate activities or events to raise monetary donations or collect products for a local cause.

Our company may provide support to non-profit organisations or movements to promote cultural and economic development of global and local communities.



2021 CSR Review



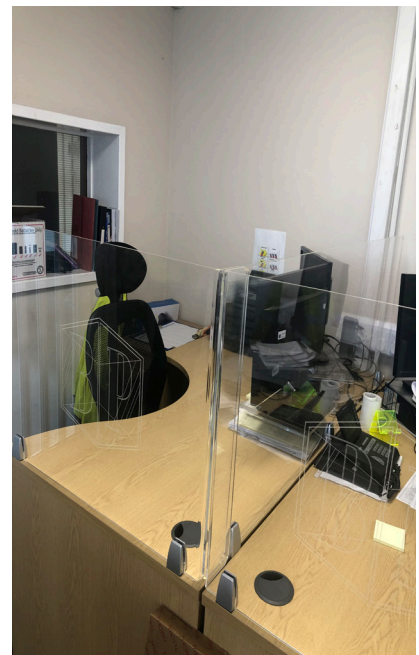
I hope as I write this that we are beginning to emerge from one of the most challenging periods that we have ever experienced. It's been a tough two years as limiting the spread of Covid-19 has pushed individuals, families, and communities across the globe apart.

As a leading plastics manufacturing company, based in the UK and trading globally, we have immense responsibilities and our commitment to Corporate Social Responsibility (CSR) remains strong.

I am proud of what we accomplished in 2021, so let's have a short review of our achievements.

Mick Currell

Managing Director



Our People

Employee Benefits

During 2021, all our employees had a selection of benefits available to them, including:

- Holiday Trading
- Legal & Financial Advice Services
- Long-Service Awards
- Reward Me Now
- Discretionary Bonus
- Family Friendly Policies
- Hybrid & Flexible Working
- Company Sick Pay
- Employee Assistance Program
- Unum Sickness Pay Insurance
- Access to Occupational Health
- Robust Covid-19 Protocols and processes to support our employees and their friends and family.

As Covid-19 remains a concern globally, Bay Plastics took the decision not to hold a Christmas party in 2021. So that we could say "Thank You" for everyone's hard work, in lieu of a Christmas party, Bay Plastics employees received a £75 Just Eat voucher so that they could have a meal on us!



Community



**Bay Plastics
Northern Football Alliance
League**



**BOWLS
NORTHUMBHERLAND**

Backworth Bowls

S H I R E M O O R &
D I S T R I C T
C H I L D R E N ' S
T R E A T



aTime2Talk



Save the Children



Health & Wellbeing

We believe that being a good employer and looking after our people should be a key part of our overall CSR strategy.

Its thanks to the hard work and dedication of our people that we were able to continue to provide a quality service to our customers through the challenges the Covid pandemic presented us with during the past two years.

We are committed in investing in the health and wellbeing of our people and as we learn to live and work and interact in different ways it is important that we consider innovative solutions that reach out to all of our people.

That's why we will be introducing a Health & Wellbeing strategy in 2022 which focuses on services and support in the mental, financial, legal and physical wellbeing of our people. Watch this space!



Environment

Hybrid Working

While Bay Plastics have always facilitated remote working for those people in a role which enables them to do some work from home, we have embraced the positives hybrid working can offer more so since the start of the Covid-19 pandemic.

During 2021, of the employees who are in roles which enables them to work from home, 75% have at some point during the year or do so on a regular basis. This has had a positive impact on their productivity and engagement as well as enabling a balance between their work and personal life.

Hybrid working also brings with it less congestion on our roads, more public transport capacity and cleaner air for us all. We will continue to embrace hybrid working where possible to continue that positive impact on our people, the business and the environment!

Social & Environmental Sustainability

Social and environmental sustainability runs deep through everything that we do in Bay Plastics. We apply our sustainability principles to create a responsible business of the future, an environment with a future, and a society for our future.







Reduce, Re-use, Recycle

Reduce, Re-use, Recycle – three things we encourage, we measure, and we deliver on. Three great ways we can all eliminate waste and protect the environment. In 2021 we recycled 80.179 metric tonnage of plastic and 3.351 tonnage of cardboard packaging.




2022 CSR Strategy

We are not experts in CSR, but we are proud to do work in our local community and support the wellbeing of people and the planet.

Human Rights 	Labour Practices 	The Environment 	Fair Operating Practices 	Consumer Issues 	Community 
Diversity & Inclusion KPI's and reporting	Health & Safety ISO 45001 Standard	Continuous Improvement on our current Ecovadis Gold Standard Environmental Management ISO 14001 Standard	Fair Wage in line with CPI and RPI	Continuous Improvement – Quality ISO 9001 Accreditation	More effective use of social media to highlight our CSR achievements
Monthly Sustainability Committee	Continuous Improvement – Report on training hours completed	Sustainability ISO 26000 Standard Streamlined Energy and Carbon Reporting - Inspired Energy Strategy	Do the right thing – continuous review and communication of Company policy & procedure	GDPR Training for all employees	Wellbeing Calendar – click here to see the 2022 wellbeing calendar



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