

CORPORATE SOCIAL RESPONSIBILITY POLICY

Agemaspark are committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

Who we are and what we do

Agemaspark Ltd is a precision engineering company, founded in Doncaster in 2002, that serves industries including aerospace for civil and military aircraft engines and power generation turbine engines, the Oil & Gas industry providing bespoke tooling aids, plastic mould tools for medical components, building products and caps and closure tooling for food industries, components on the International Space Station and some that went to Mars along with many more sectors. We assist many businesses to solve their engineering problems to produce many individual components for a wide range of sectors. The company has invested in 3D metal printing technology which when combined with conformal cooling technology in the manufacture of plastic caps and closures is reducing cycle times by 20%.

<p>Our facilities:</p> <ul style="list-style-type: none">• CNC spark and wire erosion• Small fast-hole drillers• CNC milling – 4th and 5th axis• CNC turning• Cylindrical and flat grinding machines• Assembly and finishing• CAD design• CAM programming software• 3D additive manufacturing	<p>Our sectors:</p> <ul style="list-style-type: none">• Aerospace• Food manufacturing• Defence• Oil & Gas• Automotive• Plastic mould tooling• Pharmaceutical• Space
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Vision:

To be industry recognised as a key supplier of quality components to the Nuclear, Aerospace, Space, Automotive, Food & Drink, Medical and Pharmaceutical industries and a preferred innovation partner to develop new technology.

Mission:

Our mission is to provide the highest quality engineering solutions and service to our customers by utilising innovation and continually developing skills.

Values:

Excellence: Striving for perfection in every project.

Integrity: Upholding honesty, transparency, and ethical conduct.

Innovation: Embracing creativity and continuous improvement.

Quality: Delivering excellence in every component we produce.

Collaboration: Building strong partnerships with clients and stakeholders.

Customer Focus: Prioritize customer needs and deliver high quality, customized solutions

Employee Development: Invest in the growth and well-being of our workforce

Looking after Employees

Agemaspark recognises the value of the people it employs and understands that without them the business could not operate. It always seeks to treat all its employees in a fair and equal manner with no discrimination against any protected characteristics of individuals. As an engineering business, it feels the pressure of the skills gap and, therefore, invests to develop its own talent to ensure a sustainable skilled workforce.

Employees are given their own training programs tailored to their roles within the business. This not only ensures that statutory training is kept up to date, but also that individual development needs are met. Agemaspark understands the importance of learning through experience and has a key strategy to develop its own employees. The business recognises the skills gap in the sector and, therefore, invests heavily in this area. The company runs an apprenticeship scheme, working in partnership with AMRC Training Centre based in Rotherham.

Our Equality & Diversity policy is to provide equality and fairness for all in our employment and not to discriminate on grounds of gender, marital status, race, ethnic origin, colour, nationality, disability, sexual orientation, religion, age, pregnancy, class or social background and political belief. We oppose all forms of unlawful and unfair discrimination.

Agemaspark is committed to follow and perform to the highest Health, Safety, Security and Environment (HSSE) standards. It is also committed to perform in compliance with all applicable laws and regulations of the land.

It is the policy of Agemaspark to conduct business in a manner promoting safe work practices avoiding risk to its employees, neighbours and the environment implementing the necessary plans, training and applicable controls to achieve the stated goals.

We conduct Town hall meetings at least once a month to keep all staff up to date and there are constant updates on our digital display screens.

We are committed and ensure that Agemaspark practices a fair employment and remuneration policy in compliance with applicable laws.

What the company does to ensure that any HR issues are dealt with appropriately.

We have an open-door policy and abide by all HR regulations we practice a work life balance policy allowing a flexible work pattern to all.

Looking after Customers

Our relationships with our customers are built upon trust and mutual benefits compliant with competition law. We are dedicated to ethical and fair competition, as we sell products and services based on their quality, functionality and competitive pricing.

Agemaspark is committed to follow and perform to the highest Quality standards. It is also committed to perform in compliance with all applicable laws and regulations of the land. It is the policy of **Agemaspark** to conduct business in a professional manner, implementing the necessary quality plans, training and applicable controls to achieve the stated goals

Suppliers' Standards

We promote equality in our employment practices and to fair employment and remuneration policy in compliance with applicable laws.

We actively solicit our suppliers to commit to oppose employment or contract child or slave labour or any form of forced or compulsory or bonded labour. We condemn all forms of illegal, unfair, unethical labour practice that exploits workforce, destroys social security or serves as tax evasion.

We commit to using local suppliers where possible, we operate fair business practices with all our suppliers.

We firmly condemn and do not tolerate any form of corruption. Directly or indirectly offering, promising, giving, asking, soliciting or accepting any unfair advantage or benefit, in order to obtain, retain or facilitate business in any way is forbidden. An unfair advantage or benefit may include cash, any cash equivalent (e.g. voucher), gift, credit, discount, travel, personal advantage, accommodation or services. We do not permit facilitation payments to government officials or private business to secure or speed up routine actions.

Corruption either to obtain or retain business, or to obtain or retain an advantage in the conduct of business is considered gross misconduct. Similarly accepting or allowing another person to accept a bribe is considered gross misconduct. Our staff have to account for all benefits received in the course of doing business and must not give or receive bribes or otherwise act corruptly.

Protecting the Environment

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It is the Management's objectives to carry out activities that are injuries and illness free to employees and friendly to the environment with a commitment to protect the integrity of its human, physical and financial resources by:

- Conducting operations, so far as is reasonably practicable with minimal risk to personnel and/or environment.
- Seeking continues improvement of our safe practices.
- Seeking opportunities for developing our employees HSSE competency.
- Consulting with our employees and with others in the HSSE aspects of business.

We are committed to meet current requirements without compromising the needs of future generations. To do this, we combine economic, environmental and social factors in our operation and our business decisions.

Community Engagement

Being a good neighbour and a useful member of the communities in which the business operates remains key to maintaining relationships with vital stakeholders and providing long-term stable employment and career paths for local residents.

Agemaspark is a founding partner of Doncaster utc, being part of the bid team alongside Doncaster Council and Baker Dearing and was part of the project steering group to bring the project to Doncaster. When the utc opened in September 2020, Managing Director, Paul Stockhill became the Vice-Chair and the business continues to support the utc with engagement in careers events, technical projects with the students, work experience and more.

We are an ongoing sponsor of the Sheffield Formula Racing team from University of Sheffield.

Managing Director, Paul Stockhill is a member of the industry advisory board of AMRC Training Centre.

We are a Gold member of Doncaster Chamber of Commerce.

Agemaspark supports the local education sector being a work-wise Foundation and Vulcan-to-the-Sky Trust supporter, and partner of Harrison College.

Bishop's Breakfast – community Hosted by Bishop Sophie Jelley, the event brought together a diverse group of individuals committed to fostering positive change in Doncaster's most vulnerable communities.

Measurement

Agemaspark measures CSR performance by:

- Setting measurable goals for continuous improvement
- Seeking feedback from stakeholders
- Setting KPI's to measure performance
- Adhering to industry benchmarks and best practices

These are all monitored by management on a monthly basis