

Corporate & Social Responsibility Policy (CSR)

The Quay Transport Ltd. (Quay) CSR policy sets out the requirements that Quay shall comply with and expects suppliers of goods, logistics and other services to comply with.

In order to ensure efficiency, accuracy and security Quay has established a set of rules dealing with a number of priorities concerning environmental policies, health & safety, labour practices and ethics.

Environmental Policies

In order to limit negative effects on the environment Quay commits:

- to meet the demands for cleaner technology within transportation
- to increase the use of information technology, to improve efficiency of the transport flow.
- to communicate and promote our employee's involvement in environmental matters.
- to encourage suppliers to improve their products and services

Consequently, suppliers on a broad scale are expected to comply with all applicable local and international laws & regulations, and constantly pursue and apply methods and technologies that minimise the environmental impact.

Health and Safety

Quay implements programmes and systems to ensure the safety of employees by minimising work-related accidents & illness and to ensure protection against chemical, biological or physical hazards in the working environment.

Identify and assess emergency situations i.e. emergency plans, response procedures etc in administration offices.

Furthermore, providing unlimited access to drinking water, hygienic toilet facilities and regular health & training services.

Suppliers shall comply with occupational health and safety regulations and provide a work environment that is safe and conducive to good health and safety.

Labour practices

Quay shall respect the human rights of workers according to UN rules & national legislation and expect our partners to treat employees with dignity and respect and to adhere to the following requirements and labour practices:

Wages and benefits:

Quay agrees to pay employees at least the minimum wages required by law or current agreements/agreed documents in the country and shall provide all legal agreements, including national insurance and pensions.

Working hours and holiday:

Quay recognises the importance of written employment contracts, including regulations on working hours and shall, as a minimum, remunerate overtime in accordance with local laws and regulations.

Furthermore, employees shall be entitled to holidays in accordance with legal requirements.

Child Labour:

Quay will not recruit or employ children of the age of 15 years or younger. Exceptions are if Quay takes part in an approved work experience programme.

Employment:

Employees shall be treated with respect and dignity.

Quay shall ensure that risks and hazards to employees whilst working are minimised according to international standards and national legislation.

Quay acknowledges and shall respect the employee's right to be able to bargain individually as well as collectively, conditions according to provisions in national legislation.

Quay agrees and accepts that there shall be free and open communications between management and employees regarding working conditions, without fear of reprisal or discrimination.

Non-discrimination and human rights

Quay shall not discriminate in their hiring or employment practice on grounds of race, national origin, religion, age, disability, gender, marital status, pregnancy, sexual orientation or political affiliation. (This list is not exhaustive)

Quay ensures its staff has a work environment in which discrimination is not tolerated, nor any kind of harassment and disadvantage for reasons of race or ethnic origin, gender, religion or philosophy of life, handicap, age or sexual identity. (This list is not exhaustive)

Colleagues are expected to respect different ways of life and cultural or country-specific characteristics in their dealings with other co-workers, including temporary staff or trainees.

Quay will never tolerate unlawful harassment of staff by gesture or physical means.

Quay respects and acknowledges human rights and all decisions of the UN, other international bodies or national legislation that aims to ensure all basic humanitarian rights.

Ethics

Quay has zero-tolerance towards bribery and corruption. This also applies to anti-competitive practices.

Quay shall comply with all international and national laws and regulations on bribery, corruptions and prohibited business practice.

Bribery means any offer or acceptance of a gift, loan, fee, remuneration or anything of value to or from another person or entity, private or public, as an incentive to influence or promote a certain act or omission which would not have been appropriate under normal conditions and in the absence of bribery.

At the same time, business partners shall not give or receive bribes to obtain undue or improper advantage and shall refrain from offering improper advantage or benefits in an attempt to influence business decisions.

Fraud and Money Laundering are also unacceptable practices and Quay will ensure that any suspected or identified cases are dealt with immediately. Cash handling within the business is minimal and therefore this is a low risk.

Sub-suppliers

Quay's collaborative partners are required to inform their own suppliers, agents and collaborative partners of the above-mentioned standards and to urge sub-suppliers to treat and respect the guidelines.

Signed 
Gary Kirkby.
Managing Director.