

Corporate Social Responsibility Policy

At Speedel, we hold ourselves to the highest standards of business conduct, encompassing corporate and social responsibility, as well as an unwavering commitment to sound business ethics and compliance with all relevant laws and regulations.

Compliance with Laws and Regulations

Speedel is dedicated to full compliance with all applicable laws, regulations, and legal requirements where we operate.

Forced or Involuntary Labour

Speedel unequivocally rejects any form of forced or involuntary labour and we uphold the principle that employment at Speedel is voluntary.

Child Labor

Speedel will never engage in child labour practices. We define a child as anyone under the age of 16 or under the minimum age for employment in the country, whichever is highest. Speedel supports legitimate workplace apprenticeships and similar programs that strictly adhere to all relevant laws and regulations.

Wages and Benefits

Speedel commits to compliance with all applicable wage and hour laws and regulations, including minimum wage standards, overtime provisions and all other elements of compensation. We also provide legally mandated benefits to our employees.

Working Hours

Speedel will not exceed the maximum hours of work specified by local law, and we will fairly compensate overtime work. Employees will not be required to work more than 48 hours per week, including overtime, except under extraordinary business circumstances with their consent or where the nature of the role necessitates such work.

Non-discrimination and Harassment

Speedel does not tolerate discrimination in hiring, promotion, compensation, or employment practices on the basis of race, colour, religion, age, nationality, social or ethnic origin, sexual orientation, gender, gender identity or expression, marital status, pregnancy, political affiliation, disability, or veteran status. We are committed to fostering a work environment free from discrimination or harassment related to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, disability, age, or veteran status.

Respect and Dignity

Speedel treats all employees with respect and dignity, and we strictly prohibit threats of violence, physical coercion, or any form of harassment.

Freedom of Association

Speedel respects the legal rights of its employees to join or abstain from joining trade unions. We comply with all applicable legal requirements regarding employee and third-party involvement. Speedel acknowledges the rights of employees to organise and promotes a positive, collaborative work environment with direct communication between employees and management.

Health and Safety

Speedel is committed to providing a safe and healthy workplace in compliance with all relevant laws and regulations.

Protection of the Environment

Speedel is dedicated to environmental protection and committed to compliance with all relevant environmental laws and regulations. Each employee is expected to report environmental concerns or violations to management, who will take prompt action.

Ethical Dealings

Speedel expects its employees to conduct business in accordance with the highest ethical standards. We maintain a set of guidelines that all employees are required to adhere to. Speedel strictly complies with all laws and regulations related to bribery, corruption, and prohibited business practices.

Communications

Speedel maintains open communication channels for all employees to offer suggestions and lodge complaints with management. This includes the reporting of any concerns, including harassment, such as sexual harassment.

Monitoring/Record Keeping

Speedel conducts business audits to ensure adherence to our policies, practices, and procedures and will maintain records in accordance with local laws and regulations.

Privacy

Speedel is committed to protecting and respecting employee privacy and understands that some personal details, like race, religion, union membership, or health, are sensitive. We try to use this information in a way that doesn't identify individuals. If that's not possible, we follow local laws, get employee consent when needed, or use it only when legally necessary, like for legal claims.

Supporting the Community

Speedel actively engages in various community-oriented endeavours and motivates its employees to participate as well. These activities encompass volunteering, setting up community donation points, offering Speedel services at no charge, and making charitable donations.

At Speedel, we are dedicated to upholding these principles of corporate social responsibility and ethical business conduct, aiming to benefit our employees, stakeholders, and society as a whole.

For and on behalf of Speedel Ltd



Director

November 2023 - Rev 1