

Overall responsibility for developing and communicating corporate policies on social, ethical and environmental matters and for reviewing their effectiveness lies with the Managing Director. It is the responsibility of individual workers to apply that policy within their particular work area taking account of legislation to ensure compliance with the policy.

The three key areas of corporate social responsibility at Adaptive Wireless Solutions Ltd are:

- Environment
- Health and Safety
- Human rights, employment and ethics

Environment, and Health and Safety are covered by specific Policies. See separate documents.

Human rights, employment and ethics

It is our policy to adhere to all legislation relating to employment rights and equal opportunities, with particular reference to non-discrimination on the basis of ethnic origin, religion, gender, age, marital status, disability or sexual orientation.

We ensure that physical, verbal and psychological abuse, sexual or other forms of harassment towards employees and co-workers is not tolerated.

We ensure that disabled persons are recruited, trained and promoted on the basis of aptitude and ability. If employees become disabled and are no longer able to carry out their prior duties every effort will be made to retain them and when necessary re-train them for appropriate work.

We pay wages and benefits which meet or exceed national minimum requirements and adhere to working time regulations where applicable.

We do not use forced labour nor employ workers under the school-leaving age.

We provide a safe and secure workplace and promote good health and safety and environmental practices.

We adhere to applicable laws regarding the freedom of employees to associate or bargain collectively without fear of discrimination.

All employees are expected to behave with integrity and honesty and adhere to the code of ethics.

Employees may report any concerns they may have over unethical business practices or conduct, dangers to health and safety, or breach of company policies. Any such disclosures are appropriately investigated. In addition, Adaptive Wireless Solutions Ltd is committed to protecting the career and reputation of employees who report wrongdoing in accordance with established procedures, as long as their disclosures are delivered in good faith and seek to safeguard the best interests of the company.

We do not give or receive any bribes, extra contractual gratuities, inducements, facilitation fees or similar payments.

We do not give to customers or business contacts, or allow employees to receive, any gifts, whether in cash or kind, in excess of £100 / €150 in value, unless in the course of normally accepted business entertainment or the subject of prior written approval by management.

We do not donate (including sponsorship, subscriptions or provision of employee time or facilities) to any political party or similar organisation.

We ensure we purchase legal licences to all software in use.

We try to ensure that there are no conflicts of interest between employee's private financial activities and their part in the conduct of Adaptive Wireless Solutions Ltd business.

Adaptive Wireless Solutions Ltd recognises the value that its employees create for the business and its commitment to training and personal development, together with remuneration policies which are designed to reward achievement and emphasise the importance of retaining staff.

Adaptive Wireless Solutions Ltd supports local charities and participates in a range of community activities.