

## **Elliot Fitzpatrick Ltd**

### **Social and Environmental policy**

**Date of review: 31<sup>st</sup> January 2023**

At Elliot Fitzpatrick Ltd we believe that we should go beyond the basics of ethical business practice and embrace our responsibility to society and the environment. This policy outlines some of the objectives our company strives to follow.

Elliot Fitzpatrick Ltd is a Precious Metals Services company, whose operations take place in an office and workshop setting within the Goldsmiths' Centre London. Elliot Fitzpatrick Ltd does not own or operate any mines but we do purchase all of our precious metals and stones from third-party operators. Our goal is to minimise our direct and indirect impacts on the environment.

#### **To reduce our impact on the environment and fulfil our responsibilities, we are committed to:**

- Reducing our environmental footprint by monitoring energy use, reducing water consumption and managing waste (precious metal disposal and general workshop.)
- Recycling office waste by segregating into paper, card and plastic which is recycled by Islington Council. Confidential waste paper is shredded and then recycled.
- Purchase sustainable products (e.g. recycled or low environmental impact products and energy from renewable sources).
- Aim to include environmental and ethical considerations in investment decisions.
- To only use reputable UK based companies who do not conduct business that is associated with armed conflict or child labour when sourcing raw materials (i.e. precious metals and stones)
- Where possible use recycled metals and recycle any scrap materials responsibly through certified suppliers.
- Developing and maintaining a culture of environmental responsibility and awareness.
- Communicating openly with employees and other stakeholders on our environmental plans.
- Train employees in good environmental practice and encourage employee involvement in environmental action.
- Use technologies to continuously improve the safe, efficient use of resources, processes and materials.

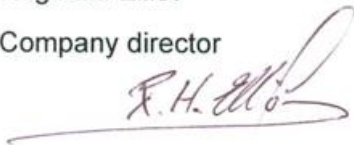
- Considering additional ways to minimise and mitigate our environmental impact through available resources.
- Supporting environmental and/or conservation initiatives and organisations that are aligned with Elliot Fitzpatrick Ltd's values.
- Continually assess the environmental impact of all our operations.

**To fulfil our social responsibilities we aim to:**

- Provide an inclusive and accessible environment for all by proactively fulfilling our obligations under the Disability Discrimination Act (DDA) and any associated UK and European legislation.
- Support equal opportunities and have a diverse workforce. Our recruitment process allows people with disabilities to have fair and equal access to employment opportunities. We will make reasonable adjustments to roles and environments to accommodate disabled applicants and for employees who become disabled while employed by Elliot Fitzpatrick Ltd.
- Provide a safe and hygienic working environment. Adequate steps shall be taken to prevent accidents and injury to health arising out of, associated with, or occurring in the course of work, by minimising, so far as is reasonably practicable, the causes of hazards inherent in the working environment.
- To pay London living wages. Wages and benefits paid for a standard working week meet, at a minimum, national legal standards or industry benchmark standards, whichever is higher. In any event wages should always be enough to meet basic needs and to provide some discretionary income.
- When possible, offer our support, services and expertise to those in education or on pre-apprentice training programmes.

Reginald Elliot

Company director

A handwritten signature in black ink, appearing to read 'R. H. Elliot', written over a horizontal line.

Date: 31.01.2022