

# **BAL GROUP (ALUMINIUM) LTD**

## **Corporate Policy**

**The Directors and Staff of BAL Group are committed to providing levels of Product and Service Quality that, meet or exceed the expectations of our Customers.**

**We are committed to a philosophy based on Customer focus, and will provide the leadership and example required to carry this process throughout the organisation.**

**The Health and well-being of all who interact within the business is paramount and we are committed to the provision of a safe environment for all staff and visitors.**

**We are mindful of the Environmental Aspects and Impacts of our operation and are committed to minimise these wherever practical.**

**Integral to this is compliance with R.E.A.C.H. and RoHS regulations relating to the products we supply, both as finished articles and in raw material form.**

**We are committed to ensure that Ethical issues, including those concerning Bribery, Modern day Slavery, Race, Creed and Sexuality, are dealt with in a manner designed to eliminate any potential for discrimination in Recruitment, subsequent Employment and also in our dealings with Customers, Suppliers, and their Subcontractors, both in the UK and abroad.**

**We endeavour to comply with the OECD Due Diligence Guidance (July 2012) regarding Conflict Minerals specifically those derived from the Democratic Republic of Congo (DRC).**

**Our materials and products do not naturally lend themselves to counterfeiting but in any case we are committed to ensure due diligence is carried out.**

**We will at all times ensure conformance with relevant Legislation.**

**We ensure that all staff, both new and existing, are aware of and given the necessary resources and training to ensure that these aspirations are met.**

**The Quality Management System is accredited to ISO 9001:2015 through BSI, and is reviewed at regular intervals to ensure its suitability, effectiveness and the implementation of appropriate Objectives and Improvements.**

**This Policy is an integral part of the Management System, subject to appropriate review and available to any interested parties upon request.**

**Signed**

**Stephen Kane / Stefan Kucharczyk  
Managing Directors  
March 2018.**