

Bell and Bain Corporate Responsibility and Sustainability Statement

1. Our Commitment

Bell & Bain Ltd is committed to conducting business responsibly, ethically, sustainably and transparently.

As one of the UK's leading printing and publishing specialists, we recognise our responsibility to our employees, customers, suppliers, communities and the environment. Our approach to Corporate Responsibility and Sustainability is embedded throughout our Integrated Management System and supports our commitment to continual improvement, responsible business practices and long-term sustainable growth.

Through our policies, procedures, objectives and management systems, Bell & Bain seeks to create positive economic, social and environmental outcomes whilst maintaining the highest standards of business integrity.

2. Scope

This Statement applies to:

- All Bell & Bain employees
- Directors and managers
- Agency workers and contractors
- Suppliers and business partners
- Activities undertaken across all Bell & Bain operations

3. Our Corporate Responsibility Principles

Bell & Bain's Corporate Responsibility and Sustainability approach is built upon the following principles:

- Ethical business conduct
- Respect for human rights
- Fair and responsible labour practices
- Equality, diversity and inclusion
- Employee wellbeing and development
- Environmental stewardship
- Sustainable procurement
- Community engagement
- Compliance and accountability
- Continual improvement

These principles are supported through our Integrated Management System and associated policies, procedures, objectives and performance monitoring arrangements.

4. Governance and Ethical Business

Bell & Bain is committed to conducting business with integrity, transparency and accountability.

We maintain policies and procedures covering:

- Corporate Code of Conduct
- Ethical Trading
- Anti-Bribery and Corruption
- Whistleblowing
- Data Protection and Privacy
- Cybersecurity
- Sustainable Procurement

We have a zero-tolerance approach to bribery, corruption, fraud and unethical business conduct.

Employees, contractors and stakeholders are encouraged to raise concerns through our established reporting mechanisms and Whistleblowing arrangements.

5. Human Rights and Ethical Labour

Bell & Bain supports and respects internationally recognised human rights and is committed to preventing any form of exploitation within its operations and supply chain.

We are committed to:

- Preventing modern slavery and human trafficking
- Prohibiting child labour and forced labour
- Promoting fair treatment and dignity at work
- Supporting freedom of association and worker representation
- Maintaining fair working conditions
- Protecting employee welfare

These commitments are supported through our Human Rights, Ethical Labour and Worker Protection Policy, Modern Slavery Statement and Supplier Code of Conduct.

6. Equality, Diversity and Inclusion

Bell & Bain is committed to creating an inclusive workplace where everyone is treated fairly, with dignity and respect.

Employment decisions are based on:

- Skills
- Qualifications
- Experience
- Performance
- Business requirements

without discrimination.

We actively promote:

- Equality of opportunity
- Workplace accessibility
- Diversity of thought and experience
- Respectful and inclusive working practices

7. Employee Wellbeing and Development

Our employees are fundamental to our continued success.

Bell & Bain is committed to supporting employee wellbeing through:

- Training and development opportunities
- Apprenticeship programmes
- Career progression and internal mobility
- Occupational health support
- Mental Health First Aiders
- Private healthcare provision
- Employee consultation and engagement
- Health and wellbeing initiatives

We actively encourage continuous learning and professional development throughout all stages of employment.

8. Health, Safety and Worker Participation

Bell & Bain aims to provide a safe, healthy and supportive working environment for all employees, contractors and visitors.

Our commitment includes:

- Compliance with health and safety legislation
- Risk assessment and hazard control
- Health and safety training
- Emergency preparedness arrangements
- First aid provision
- Employee consultation through Health & Safety Representatives
- Health & Safety Committee meetings

We believe that active employee participation is essential for maintaining an effective safety culture.

9. Environmental Responsibility

Bell & Bain is committed to minimising the environmental impacts associated with its activities, products and services.

We seek to:

- Prevent pollution
- Reduce waste generation
- Improve recycling performance
- Improve energy efficiency
- Reduce resource consumption
- Promote sustainable transport
- Support responsible water management
- Source materials responsibly

Our Environmental Management System is certified to ISO 14001 and is supported by environmental objectives, monitoring programmes, audits and continual improvement initiatives.

Bell & Bain recognises the importance of climate action and is committed to understanding, measuring and reducing greenhouse gas emissions associated with its operations. The company will continue to develop its environmental objectives and monitoring programmes with the long-term aim of aligning climate-related targets with recognised frameworks such as the Science Based Targets initiative (SBTi).

10. Sustainable Procurement and Responsible Supply Chains

Bell & Bain recognises the importance of responsible supply chain management.

We work with suppliers and partners who share our commitment to:

- Ethical business conduct
- Human rights protection
- Environmental responsibility
- Sustainable sourcing
- Fair labour practices

Supplier performance and sustainability expectations are managed through our Sustainable Procurement Policy, Supplier Approval Process and Supplier Code of Conduct.

11. Industry Leadership and Community Engagement

Bell & Bain seeks to support the wider printing and publishing industry through active participation, knowledge sharing and responsible leadership.

We are proud of our involvement in industry initiatives and our continued commitment to:

- Skills development
- Apprenticeships
- Employee development
- Professional standards
- Sustainable printing practices

We seek opportunities to contribute positively to our industry and the communities in which we operate.

12. International Standards and Frameworks

Bell & Bain's Corporate Responsibility and Sustainability approach is informed by recognised international frameworks including:

- United Nations Global Compact (UNGC)
- ISO 26000 Guidance on Social Responsibility
- United Nations Sustainable Development Goals (SDGs)
- ISO 14001 Environmental Management Systems
- ISO 9001 Quality Management Systems
- FSC Chain of Custody Requirements
- SMETA Ethical Audit Framework
- Ecovadis Sustainability Assessment Framework
- Cyber Essentials Information Security Framework

These frameworks help guide our commitment to responsible, ethical and sustainable business practices.

13. Performance, Monitoring and Continual Improvement

Bell & Bain recognises that effective corporate responsibility requires ongoing measurement and improvement.

Performance is monitored through:

- Key Performance Indicators (KPIs)
- Internal audits
- Management Reviews
- Environmental monitoring
- Employee engagement activities
- Corrective Action processes
- Supplier performance reviews
- Continual Improvement Action Plans

Performance data and improvement opportunities are reviewed regularly to ensure continued progress against our objectives and commitments.

14. Review and Accountability

This Statement shall be reviewed annually and updated where necessary to reflect:

- Changes in legislation
- Business developments
- Stakeholder expectations
- Sustainability priorities
- Industry best practice

Responsibility for oversight of this Statement rests with the Directors of Bell & Bain Ltd.

Approved: Stephen Docherty

Chairman

Date of Last Review and Revised: 21.04.2026

Date of Original Issue: 05.01.2022

Next Review Date: 29.01.2027

Appendix A

Bell and Bain Social Responsibility Statement

1. Purpose

Bell & Bain Ltd is committed to operating as a responsible employer and business, creating positive social outcomes for employees, customers, suppliers, industry partners and the wider community.

This Statement outlines Bell & Bain's commitment to employee wellbeing, equality, human rights, worker engagement, professional development and responsible business practices.

It supports the company's wider Corporate Responsibility & Sustainability commitments and forms part of Bell & Bain's Integrated Management System.

2. Scope

This Statement applies to:

- All employees
- Directors and managers
- Agency workers and contractors
- Suppliers and business partners where applicable
- Activities undertaken across all Bell & Bain operations

3. Equality, Diversity and Inclusion

Bell & Bain is committed to providing equality of opportunity and maintaining an inclusive workplace where all employees are treated fairly, with dignity and respect.

Employment decisions are based upon:

- Skills
- Qualifications
- Experience
- Competence
- Business requirements

without discrimination.

The company promotes a culture that values diversity, inclusion and mutual respect and seeks to provide equal opportunities for recruitment, training, development and progression.

4. Employee Wellbeing and Engagement

Bell & Bain is committed to providing a respectful, safe and supportive working environment that promotes employee wellbeing and encourages active participation.

Employee engagement is supported through:

- Regular communication with managers
- Team meetings
- Individual discussions
- Worker representation arrangements
- Health & Safety Representatives
- Employee feedback mechanisms
- Grievance and Whistleblowing processes

The company encourages open dialogue and seeks to resolve concerns promptly and fairly.

5. Training and Professional Development

Bell & Bain believes that employee development contributes directly to organisational success and long-term sustainability.

The company supports:

- Continuous professional development
- Internal training programmes
- Industry qualifications
- Skills development initiatives

- Apprenticeships and career progression
- Health, safety and wellbeing training

Training requirements are regularly reviewed to ensure employees have the knowledge, competence and resources required to perform their roles effectively.

Bell & Bain is proud to have received national recognition for its commitment to employee training and development.

6. Health, Safety and Welfare

Bell & Bain is committed to maintaining high standards of health, safety and welfare throughout its operations.

This commitment includes:

- Compliance with applicable legislation
- Risk assessment and hazard control
- Ongoing training and awareness
- Employee consultation
- Internal inspections and audits
- Continuous improvement of workplace safety

Health and safety performance is regularly monitored and reviewed through established management processes.

7. Human Rights and Ethical Labour

Bell & Bain supports and respects internationally recognised human rights and ethical labour standards.

The company is committed to:

- Fair treatment of employees
- Respecting freedom of association
- Supporting worker representation
- Preventing discrimination
- Protecting employee welfare
- Opposing forced labour, child labour and modern slavery

These commitments are supported through related policies and procedures within the Integrated Management System.

8. Industry Leadership and Community Contribution

Bell & Bain recognises its responsibility to contribute positively to the printing and publishing sector.

As a longstanding member of **Print Scotland** (formerly Graphic Enterprise Scotland), Bell & Bain supports initiatives promoting:

- Skills development
- Training and apprenticeships
- Health and safety
- Professional standards
- Responsible business practices
- Industry collaboration

The company values its continued involvement in supporting the long-term success and development of the industry.

9. International Standards and Frameworks

Bell & Bain's approach to social responsibility is informed by recognised international frameworks including:

- ISO 26000 Guidance on Social Responsibility
- United Nations Global Compact (UNGC)
- United Nations Sustainable Development Goals (SDGs)

These frameworks support the company's commitment to ethical, responsible and sustainable business practices.

10. Monitoring and Continual Improvement

Bell & Bain recognises that effective social responsibility requires ongoing measurement, engagement and improvement.

Performance may be monitored through:

- Employee feedback
- Training and development records

- Internal audits
- Health & Safety Committee meetings
- Management Reviews
- KPIs and performance measures
- Employee wellbeing initiatives
- Corrective Action processes

Improvement opportunities shall be considered through Bell & Bain's continual improvement framework.

11. Review and Accountability

This Statement shall be reviewed annually and updated where necessary to reflect changes in legislation, organisational priorities, stakeholder expectations and recognised best practice.

Responsibility for oversight of this Statement rests with the Directors of Bell & Bain Ltd.

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