

## ARH Quality Policy

Alexander Ross Holdings Ltd (the “Group”, the “Business” or the “Company”) (incorporating “Scottish Fine Soaps Ltd” & “Unico Ltd”) operates in line with the latest ISO 9001, to ensure compliance to the standard and also to ensure that more focus is given to the following areas:

- A fully integrated Quality System promoted by the Board of Directors.
- Raising awareness of customers' needs and expectations.
- Top Management, where applicable, will ensure any Human Resource contributions are met, these contributions may include: ➤ adequate training ➤ adequate resources for the task in-hand
- Improving communication.
- Measurement and analysis of results to ensure continual improvement of our products and services and to monitor the effectiveness and relevance of the Quality System.
- Increasing our ability to fulfill customer requirements and enhance customer satisfaction. We are committed to working in close partnership with you, our customers' and with our employees' to ensure we provide a consistent supply of Quality Products and services. As the foundation for achieving what we have outlined as our key focuses we shall operate an ISO 9001 Quality Management System to monitor our performance, customer satisfaction and training needs and also foster continuous improvement activities. To help us achieve this, Company Objectives are set at board level. These objectives are then communicated to Middle Management, who are responsible for ensuring that Team Objectives as well as individual responsibilities are defined to meet and achieve the Company Objectives. The objectives shall be reviewed at regular intervals to ensure that they are being met and are still relevant to what the Company is trying to achieve. This Quality Policy was developed by the Board of Directors and will be actively promoted at all times. It is the responsibility of us all to comply with the spirit of this policy in our everyday activities.

## ARH Health & Safety Policy

It is the policy of the Alexander Ross Holdings Group to take all reasonable and practical steps to ensure the health, safety and welfare of all its employees whilst at work and to ensure we comply with all applicable legal and other requirements. We intend to achieve this by providing, so far as is reasonably practicable, safe methods of work, safe working conditions and a healthy environment. Specifically we are committed:

Signed

Date

- \* to the prevention of injury and ill health and will achieve this through a programme of objectives and targets that will assist us to continually improve our health and safety management and performance,
- \* to ensure the health and safety of all employees in connection with the use, handling, storage and transport of articles and substances, or substances created as a result of our processes;
- \* to provide and maintain safe access and safe egress from any place of work under the Group's control;
- \* to provide and maintain a working environment which is adequate with regards to facilities and arrangements for the health and welfare of employees whilst at work;
- \* to provide health and safety training or instructions as may be necessary for personnel at all levels;
- \* to provide means of consultation on health and safety matters for all employees;
- \* to promote and display this policy and such written instructions as may be necessary to assist in the regulation of health and safety practices and procedures;
- \* to promote personal responsibility and effort on the part of employees at all levels to avoid and prevent health hazards and injuries to themselves and others who may be affected by their acts or omissions whilst at work.

## Environmental Policy

Alexander Ross Holdings Ltd (the "Group", the "Business" or the "Company") (incorporating "Scottish Fine Soaps Ltd", "Unico Ltd" and "Montague Lloyd Ltd") is

determined that the highest standards of excellence are developed and maintained in its environmental management. The group will endeavour to provide all site users with comfortable working conditions, and to undertake all of its activities at the lowest energy consumption and with the lowest possible environmental impact. Alexander Ross Holdings will continually review its environmental performance to lower its carbon footprint and ensure compliance with relevant legislation, regulations and standards.

#### Long-Term Corporate Goals

- Alexander Ross Holdings will implement systems and procedures to minimise our energy and water consumption.
- The group will minimise its dependency on finite fossil fuels by prioritising investment in sustainable technologies.
- The group will ensure that energy efficient designs are included in any refurbishments. Alexander Ross Holdings recognises our key impacts to be in the area of:
  - Energy use.
  - Raw material use.
  - Waste generation.
  - Emissions to water and air.
  - Water use.
  - Transport.
  - Procurement.

The group will implement a structured system to monitor and ensure continual improvement of the environmental management system to enhance its environmental performance.

The group will set objectives and targets based on our key impacts on the environment. These are reviewed at regular intervals to ensure they are being met and are still relevant to what the Company is trying to achieve.

The group will work with its suppliers to increase the percentage of products that are made from recyclable and sustainable materials.

We will strive to minimise waste in our processes and where possible we will implement reuse and recycling measures.

The group will encourage high environmental standards from all of its suppliers.

The group are committed to implementing systems and procedures that ensure all employees are conscious of their environmental responsibilities and are aware of the environmental policy.