



WASP PFS Ltd, 3 Kingley Park, Station Road, Kings Langley, Hertfordshire, WD4 8GW
Tel +44(0)1923 606600 Fax +44(0)1923 267463 sales@wasp-pfs.com www.wasp-pfs.com

Corporate and Social Responsibility Policy

WASP PFS Ltd (hereunto known as "The Company") defines its Corporate Social Responsibility as:

- To be a responsible business that meets the highest standards of ethics and professionalism
- Protection the environment and the safety of people
- Supporting Human Rights
- Engaging, learning from, and respecting the communities and cultures we work with

To that end, the company will

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

The company will always conduct business with integrity and respect to human rights and will promote

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

The Company will ensure that all matters of Corporate Social Responsibility are supported in our Operations and Administrative matters and are consistent with the Company Stakeholders best interests. The Company are committed to being recognised as an organisation considerate of Corporate Social Responsibility and recognises that in doing so, we will add significant value to our shareholders.

All employees will adopt the Corporate Social Responsibility considerations described in this policy into their day to day work activities. The Company Management Team will act as role models by incorporating those considerations into decision making in all business activities. The Company Management Team will ensure appropriate organisational structures are in place to effectively identify, monitor and manage Corporate Social Responsibility issues and performance relevant to our business.

This policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility.

Business Ethics and Transparency

The Company is committed to maintaining the highest standards of integrity and corporate governance practices to maintain excellence in its daily operations and to promote confidence in our governance systems. The company will promote its business in an open, honest, and ethical manner. The Company recognises the importance of protecting all our human, financial, physical, informational, social, environmental, and reputational assets. Environmental, Health and Safety



The WASP name and logo are registered trademarks of Separ UK VAT number GB 116 8879 74 Reg Number 07634380

Maintaining Optimal Fuel Quality



WASP PFS Ltd, 3 Kingley Park, Station Road, Kings Langley, Hertfordshire, WD4 8GW
Tel +44(0)1923 606600 Fax +44(0)1923 267463 sales@wasp-pfs.com www.wasp-pfs.com

policies are in place and communicated to all staff via staff our ISO policy, training and subsequent memos.

Stakeholder Relations

The Company will engage stakeholders clearly, honestly, and respectfully. The Company are committed to timely and meaningful dialogue with all stakeholders, including shareholders, customers and employees, indigenous peoples, governments, regulators, and landowners, among others.

Employee Relations

The Company will ensure employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced. The company will apply fair labour practices, while respecting the national and local laws of the United Kingdom. The Company is committed to providing Equal Opportunities (as per our policy) in all aspects of employment and will not engage in or tolerate workplace misconduct, including discrimination, intimidation, or harassment.

Human Rights

The Company recognise that governments have the primary responsibility to promote and protect human rights. The Company will work with governments and agencies to support and respect human rights within our sphere of influence. The Company will not tolerate human rights abuses and will not engage or be complicit in any activity that solicits or encourages Human Rights abuse. The Company will always strive to build trust, deliver mutual advantage, and demonstrate respect for cultures, customs and values of individuals and groups.

Protecting the environment

The company recognises the need to protect the natural environment. The company will always follow best practices when disposing waste materials and using chemical substances. The company will ensure that we:

- Don't risk the health and safety of our employees and community
- Avoid harming the lives of local and indigenous people
- Support diversity and inclusion
- Recycling wherever possible
- Conserving energy
- Organizing reforestation excursions
- Using environmentally-friendly technologies

Learning

The company will invest in R&D, be open to suggestions, and listen carefully to ideas. The company will try to continuously improve the way it operates. The company will readily act to promote our identity as a socially aware and responsible business. Management must communicate this policy on all levels. Managers are also responsible for resolving any CSR issues.



The WASP name and logo are registered trademarks of Separ UK VAT number GB 116 8879 74 Reg Number 07634380

Maintaining Optimal Fuel Quality