

Corporate & Social Responsibility Policy

Scope of Corporate and Social Responsibility Policy

Corporate Social Responsibility at Moffett & Sons Ltd means doing the right thing for our people, our business, the environment and the communities we operate in. We continually strive to improve our social and environmental performance with the objective of ensuring that our activities contribute to the sustainable development of the communities in which we operate.

Examples of our commitment as a responsible corporate citizen are:

- Moffett & Sons Ltd is a member of the National Bedding Federation.
- Moffett & Sons Ltd is a member of the Manufacturing N.I. Federation.
- Moffett & Sons Ltd is an equal opportunities employer and operates a recruitment and selection procedure which ensures all applicants are treated equally.

A Great Place to Work

Moffett & Sons Ltd endeavours to provide well paid, long-term secure jobs for all its employees, maintaining its position as market leader in the UK, in the face of adverse competition and economic trading conditions. Equally, Moffett & Sons Ltd has become a well respected organisation which all our employees are proud to work for. The Company has excellent communication links with its employees via regular H & S Committee meetings and a flat management structure.

Involvement in the Community

Our approach to community involvement draws on our commitment to connect our business and employees with the community in ways which make a genuine contribution, engage our people and strengthen our business.

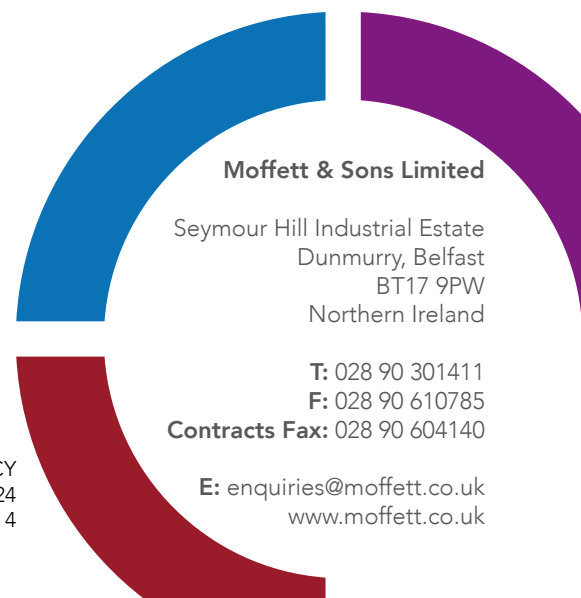
Moffett & Sons Ltd's community involvement program has been developed in consultation with our employees, as well as stakeholders of our community.

Moffett & Sons Ltd focuses its energies on the following areas:

- Education – Provide Northern Ireland school children with access to a working environment to further their education and life experience through factory tours, company information and staff time.
- Employment For Individuals With Disabilities – Provide employment opportunities through Disability Action for those individuals with disabilities that would normally not obtain long term employment.
- Sponsorship – Provide monetary / gifts in kind sponsorship for good causes and charities within the local community.
- Local Suppliers / Sub-Contractors – Source goods and services from the local community to provide economic benefit to the local community and build a strong local supply chain.

Supply Chain Management

Moffett & Sons Ltd endeavours to utilise suppliers of materials and components from sources that have a minimal impact on the environment and as such the majority of materials and components are sourced from suppliers or agents based within the United Kingdom.



Moffett & Sons Limited

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Northern Ireland

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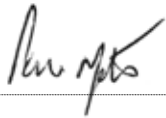
Impact on the Environment

Moffett & Sons Ltd is ISO 14001 :2015 accredited and actively supports the preservation of natural resources to help reduce or limit our impact on the environment through the following initiatives and projects:

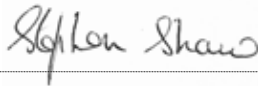
- Projected reduction of carbon emissions following installation of new LED energy-efficient lighting systems and other energy saving directives, ie monitoring water and energy supplies.
- Recycling - Internally generated waste materials are recycled including: paper, cardboard, cans, waste oils, electrical equipment, wood and plastics.
- Moffett and Sons Limited are committed to minimising the use of new packaging on its products. A substantial percentage (50% approximately) of the packing materials used in the packing process is recycled packaging which has been collected from previously supplied products. The company has developed a recycling department which sorts, bales and recycles materials such as cardboard, paper, plastic and factory waste.
- The management of the company delivery fleet is such as to minimise fuel consumption, maximise load volume and, therefore, minimise the adverse effect on the environment. Vehicles receive daily checks by the driver and are serviced effectively within the company's own garage facilities to ensure their efficient daily running.

- Review of production cutting lists to ensure waste minimisation at the start of the manufacturing process.
- New manufacturing technology and innovative product design have achieved a reduction in component parts and raw materials, while still maintaining the integrity of our products.

The operation of this policy will be monitored and reviewed on a regular basis to ensure that it remains current and applicable to the company's activities. This policy has been endorsed by the board of directors who give their full support to the implementation of the policy.



Paul Moffett
Joint M.D.



Stephen Shaw
Joint M.D.

April 2024



Company Registration No. NI2032

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