



POLICIES : Quality, Environmental, ESG, Human Rights, Anti-Bribery & Occupational H & S

## Quality Policy

Virasel Valves are a highly professional, supply, installation, refurbishment, calibration and recertification provider of valves for a wide range of different industries such as oil and gas and power. The scope of our QMS system covers all of our activities.

Our company is committed to developing, maintaining and continually improving effective and efficient processes and systems, designed to meet and exceed the requirements of ISO9001:2015. Virasel is also committed to the continual improvement of its Quality Management System (QMS) and the associated health and safety of its employees, its customers, its suppliers, and the public. Our objectives are to provide high quality products and services.

Virasel will ensure this policy is effective by:

- Complying with all relevant laws and regulations.
- Minimising the health & safety risks, impacts created by work activities, and services, by organising ourselves in a way that secures involvement and participation at all levels.
- Providing the necessary information, training and supervision to ensure a trained and competent workforce, using best industry practices.
- Setting and reviewing effective measurable QMS objectives and targets as they are required for continual improvement.
- The regular audit and review of Virasel QMS management system performance to ensure its continued suitability and
- Encouraging feedback from customers, external provided services and employees.

All staff are responsible for adhering to the company's QMS requirements, which are communicated to all members of staff through the management system documentation relevant to each employee's duties.

Responsibility for establishing and implementing Virasel QMS policy lies with the Directors, who are responsible for developing, documenting, implementing and maintaining the management system based on ISO9001:2015.



Lee Donnelly  
Managing Director

1<sup>st</sup> February 2024

## Environmental Policy

We are committed to developing our environmental performance and using our skills and abilities to help our client base improve their environmental performance through our input and knowledge.

We recognise the harm which a lack of environmental awareness can cause, and work continually to minimise the impact of our activities on the environment, to prevent pollution and to comply with statutory, regulatory and client requirements.

We look to use our knowledge and experience, and the changes brought about by emerging technology, to control our own activities and also to influence those of our clients and other interested parties. We are committed to continual improvement in our own performance, and to aiding others to generate their own improvements.



Lee Donnelly  
Managing Director

1<sup>st</sup> February 2024

## ESG Policy

Virasel Valve Solutions is committed to fostering sustainable and responsible business practices that prioritise environmental stewardship, social responsibility, and good corporate governance. We recognize that our actions and decisions have far-reaching impacts on the world around us, and we are dedicated to creating a positive and lasting difference for our stakeholders, communities, and the planet.

### **Environmental Responsibility:**

We understand the importance of preserving and protecting the environment. We strive to minimize our ecological footprint by integrating sustainable practices throughout our operations.

We are committed to:

1. Reducing our carbon emissions and promoting energy efficiency in our processes.
2. Minimising waste generation and promoting recycling and responsible waste management practices.
3. Conserving water resources and implementing water-saving measures in our facilities.
4. Ensuring compliance with environmental regulations and striving for continuous improvement in environmental performance through our ISO14001 management system
5. Engaging in research and development to innovate eco-friendly and sustainable valve solutions.

### **Social Responsibility:**

We believe in the well-being and empowerment of our employees, customers, and communities.

We are committed to:

1. Providing a safe and inclusive work environment that respects diversity, promotes equal opportunities, and ensures the health and safety of our employees.
2. Investing in the professional development and growth of our employees, fostering a culture of learning and collaboration.
3. Engaging with our communities, supporting local initiatives, and contributing to social welfare programs.
4. Upholding human rights, fair labour practices, and ethical sourcing in our supply chain.
5. Maintaining open and transparent communication channels with our stakeholders, actively listening to their feedback, and addressing their concerns.

### **Good Corporate Governance:**

We adhere to the highest standards of corporate governance and ethical conduct.



We are committed to:

1. Ensuring transparency, integrity, and accountability in all our business practices.
2. Complying with applicable laws, regulations, and industry standards.
3. Upholding ethical principles and promoting a culture of integrity, honesty, and fairness.
4. Maintaining a diverse management team, fostering responsible decision-making and oversight.
5. Regularly assessing and managing risks and opportunities related to ESG factors to create long-term value for our stakeholders.

As a responsible corporate body, the team at Virasel Valve Solutions will continually review and improve our ESG performance, integrating sustainability into our business strategy, and collaborating with our stakeholders to address global challenges. Together, we can contribute to a more sustainable future for generations to come.

A handwritten signature in black ink, appearing to read 'Lee Donnelly', is positioned above the printed name.

Lee Donnelly  
Managing Director

1<sup>st</sup> February 2024

## Human Rights Policy

Virasel Valve Solutions is committed to respecting and promoting human rights within our organisation and throughout our business activities. This Human Rights Policy outlines our commitment to upholding fundamental human rights principles and ensuring that our operations contribute positively to the well-being of individuals and communities.

We recognize and respect the inherent dignity of all individuals. Discrimination, harassment, and any form of unfair treatment based on race, colour, ethnicity, nationality, gender, age, religion, disability, sexual orientation, or any other protected characteristic are strictly prohibited.

### **Labour Standards:**

We are dedicated to providing a safe and healthy working environment for all employees. Virasel Valve Solutions complies with all applicable labour laws and regulations, including those related to working hours, wages, benefits, and freedom of association.

### **Child Labour**

We unequivocally oppose the use of child labour. We do not employ individuals below the legal working age, and we work to ensure that our suppliers and business partners share our commitment to eradicating child labour.

### **Forced Labour:**

Virasel Valve Solutions prohibits the use of forced or compulsory labour in any form. We do not tolerate human trafficking, bonded labour, or any other practices that infringe upon an individual's freedom to choose their employment.

### **Health and Safety:**

The health and safety of our employees are of utmost importance. We are committed to providing a safe working environment, free from hazards and are actively working towards achieving certification to ISO45001. We regularly assess and address risks to prevent accidents, injuries, or adverse health effects. We provide support to employees via our occupational health and safety management system and our trained Mental Health at Work first aid provision.

**Supply Chain Responsibility:**

We expect our suppliers and business partners to adhere to human rights principles consistent with this policy. We work collaboratively with our suppliers to ensure that our entire supply chain operates ethically and respects human rights.

**Privacy and Data Protection:**

We respect the privacy and personal data of our employees, customers, and stakeholders. We handle personal information responsibly and in accordance with GDPR.

**Training and Awareness:**

We will provide training and resources to our employees to raise awareness of human rights issues and ensure a shared commitment to upholding these principles.

**Reporting Mechanism:**

Employees, suppliers, and other stakeholders are encouraged to report any concerns related to potential human rights violations within Virasel Valve Solutions or its supply chain through a confidential reporting mechanism.

A handwritten signature in black ink, appearing to read 'Lee Donnelly', with a stylized flourish at the end.

Lee Donnelly  
Managing Director

1<sup>st</sup> February 2024



## Anti-Bribery Policy

The purpose of this Anti-Bribery Policy is to establish and maintain the highest standards of ethical behaviour, transparency, and compliance with anti-bribery laws for Virasel Valve Solutions and its employees, agents, representatives, and business partners.

This policy applies to all individuals associated with Virasel Valve Solutions, including but not limited to employees, directors, officers, agents, contractors, consultants, and business partners.

### **Prohibition of Bribery**

Virasel Valve Solutions prohibits any form of bribery, corruption, or unethical inducements in all business activities, whether involving public officials or private individuals.

All employees and representatives must comply with the anti-bribery laws and regulations of the countries in which Virasel Valve Solutions operates.

### **Gifts, Hospitality, Expenses and Facilitation Payments**

Gifts, hospitality, or expenses offered or received must be reasonable, proportionate, and transparent. They should not be intended to influence business decisions improperly.

Facilitation payments, often referred to as "grease payments," are strictly prohibited. Employees must not make or accept any payment to expedite routine governmental actions.

### **Due Diligence on Business Partners**

Before entering into business relationships, Virasel Valve Solutions may conduct due diligence to assess the bribery and corruption risks associated with potential business partners.

### **Reporting Suspected Violations and Disciplinary Action**

Employees are encouraged to promptly report any suspected violations of this policy to the Directors or through the company's confidential reporting mechanism. Violations of this policy will result in appropriate disciplinary action, which may include termination of employment or contractual relationship. Legal action may also be pursued if deemed necessary.

### **Record-Keeping**

Accurate and transparent financial records must be maintained for all transactions, ensuring they accurately reflect the business purpose of the transaction.

A handwritten signature in black ink, appearing to read 'Lee Donnelly', is positioned above the printed name.

Lee Donnelly  
Managing Director

1<sup>st</sup> February 2024



## Occupational Health and Safety Policy

Virasel Valve Solutions Limited is committed to excellence in health and safety performance and to meeting its responsibilities for the health, safety and wellbeing of its employees, as well as others, including visitors and contractors, who may be affected by its activities. This can only be achieved through the application of good practice in health and safety and positive actions by its management and employees.

The organisation is committed to achieving effective control of risk by working to the health and safety procedures contained within the policy.

Virasel Valve Solutions will ensure this policy is effective by:

1. Leadership, resources allocation, and consideration of health and safety implications arising from business decisions.
2. Effective risk control measures and systems.
3. Competence of those involved in making decisions of health and safety.
4. Taking preventive and corrective action based on monitoring, auditing and investigating activities.
5. Clear definition of arrangements and procedures.
6. We encourage all of our employees to be actively involved in establishing effective co-operation and communication processes to continually improve the performance of the organisations and health and safety management system

This health and safety policy will be reviewed periodically to ensure that it remains relevant and appropriate to the needs of the company. The review will be formally documented and communicated.



Lee Donnelly  
Managing Director

1<sup>st</sup> February 2024