



Corporate Responsibility Policy

We recognise we must integrate our business values and operations to meet the expectations of our customers, employees, stakeholders, suppliers, communities and the environment. INAL 2020 Limited's management is committed to developing and delivering this Corporate Responsibility Policy. The Senior Management Team promotes the implementation of this policy. All employees share responsibility for our performance in implementing it.

We shall:

- Seek and respond to the opinions and wishes of our customers, stakeholders and communities
- Be open and honest in communicating our strategies, targets and performance
- Register and resolve customer complaints in accordance with our standards of service
- Continue to encourage dialogue with interested parties for mutual benefit
- Operate an equal opportunities policy for all employees and offer our employees clear and fair terms of employment and promote continual development
- Maintain forums for employee consultation and business involvement
- Provide safeguards to ensure all employees are treated with respect and without sexual, physical or mental harassment
- Provide and maintain a clean, healthy and safe working environment
- Consider the balance between economic, environmental and social aspects of our business decisions against sustainable development principles
- Uphold the values of honesty, partnership and fairness in our relationships with customers and stakeholders
- Ensure our contracts clearly set out the agreed terms, conditions and basis of our relationship and operate in a way that guards against unfair business practice
- Encourage suppliers and contractors to adopt responsible business policies and practices for mutual benefit.

Michael Horan – Chief Executive Officer