



CORPORATE SOCIAL RESPONSIBILITY POLICY

Policy

Name/Title of Policy

Corporate Social Responsibility Policy

Policy Owner

President and COO of FPI

Applies to

Group-wide; to be understood and implemented by all Business Units and Employees

Definitions and Abbreviations

CSR – Corporate Social Responsibility

COO – Chief Operating Officer

ILO – International Labour Organisation

UN – United Nations

Policy Statement

Corporate Social Responsibility is intrinsic in the way we do business. We are guided by our company vision and core values, such as leading by example, always doing our best and helping each other succeed and, we live these values day by day; they are the cornerstone of our sustainability and continuing success and practiced across the organisation at all levels. We are committed to sustainable development to ensure a better quality of life for everyone now and for generations to come and embrace the principles of CSR as laid down in the Global Compact and ISO 26000. These principles are reflected in our policies, strategy and the mechanisms and practices to achieve them.

For FPI CSR is about making a difference and being accountable for the impact of our operations on the environment and the wider community. We have a defined CSR structure and clear roles and responsibilities and CSR is guided and directed through our CSR Champion. However, we recognise and make everyone aware that CSR is the responsibility of each and every one of us in FPI and our Business Units and, we encourage, support and recognise contributions to it.

We are realistic and understand that we must make improvements and changes gradually and continually whilst sustaining and growing the business and working within our sphere of influence. We achieve this by setting and reviewing long, medium and shorter term goals and targets and maintaining control of our operations.

Our belief in building strong relationships for the good of the business, our customers, partners, employees and the wider community is part of the way we do business. We have identified our stakeholder groups and engage with each of them in ways which help build mutual understanding and benefit. We work closely with Partners and key suppliers to serve our customers and society as best we can together. Our customers, suppliers and partners' views are sought and actively listened to and opportunities are created to increase their knowledge and understanding of the industry, pipelines and the wider implications of CSR.

We believe in fundamental human rights and fair labour practices (along the lines of ILO, UN, etc) and promote this through our policies, management systems and practices. We believe a safe and healthy workplace is critical for employees and for the business. Focusing on our people and relationships and listening to them leads to productive, satisfied and dedicated employees.

The nature of our business, Fiberglass manufacturing, means that we need to understand and carefully manage our impact on the environment and in support of this all our factories are certified to ISO 14001 and have been for more than five years. Being in this industry also provides us a major responsibility and opportunity to convert the world's pipe systems to the longer term, more environmentally friendly pipe

We conduct our business ethically and build value by operating and growing responsibility guided by our Business Ethics Policy. We proactively identify and assess the risks associated with business, finance, health and safety and the environment and have mechanisms in place for each of these. We hold ourselves accountable for environmental, social and economic impacts of our operations and have appropriate policies and control to manage them.

For key areas, more details are included in the relevant associated policies such as those for Human Rights, Diversity and Discrimination, Employee Relations, Environment, Health and Safety and Sustainable procurement.

Policy Number

FPI/P13

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