



CORPORATE SOCIAL RESPONSIBILITY POLICY AND IMPLEMENTATION PLAN

Updated on: 19th March 2025

As we mark our 60th year in 2024, Kimal remains dedicated to upholding the highest ethical standards and fostering transparency across our operations. Our CSR Policy goes beyond compliance—it reflects our core values of ethical governance, environmental sustainability, social engagement, and employee well-being.

We recognise the significant impact our activities have on the environment and society. This Policy highlights our ongoing commitment to minimising our ecological footprint and contributing positively to the communities we serve. As we navigate the evolving business landscape, CSR remains central to our identity, guiding us towards responsible practices and meaningful change.

ABOUT KIMAL

Kimal is an innovative manufacturer and distributor of customised Procedure Packs and Vascular Access Devices to clinical departments in over seventy countries worldwide. The Company manufactures over two million Procedure Packs and Vascular Access Devices every year for a range of specialities including: Cardiology, Radiology, Pacing, Laparoscopy, and Cardiac Surgery; and our unique, ground-breaking Central Venous Catheter technology is helping to reduce patient risk in hospitals across the world.



MISSION STATEMENT AND PRINCIPLES

Kimal is passionately committed to Corporate Social Responsibility (CSR), ensuring that our operations embody ethical standards and contribute meaningfully to society. Our comprehensive Policy underlines our dedication to conducting business in a manner that is economically, socially, and environmentally sustainable. These foundational principles guide our governance areas, establishing Kimal as a reliable and ethical player in employment, supply, and corporate citizenship. Transparent communication underpins our principles, and we are determined to deliver precise and timely information to our valued employees, customers, partners, and stakeholders.

Embodying Kimal's commitment to responsible business practices, our CSR Policy stands on five pillars that define our corporate ethos:

1. Ethical Governance and Transparency

At the core of our operations, we uphold the highest ethical standards. Transparent communication with stakeholders is not just a practice but a cornerstone, ensuring openness and integrity in every part of our business.

2. Environmental Sustainability

Acknowledging our environmental footprint, Kimal is dedicated to minimising it. Through innovative approaches, we strive to reduce our impact, contributing to the conservation of precious natural resources for a sustainable future.

3. Social Impact and Community Engagement

Beyond business, we actively participate in societal well-being. Our engagement with local communities goes beyond obligation—it is a genuine commitment to making a positive difference, fostering meaningful connections that extend beyond our immediate operations.

4. Employee Well-being and Diversity

Our people are our greatest asset. Prioritising the well-being of our employees is a non-negotiable commitment. We promote a workplace that values diversity and inclusion, recognising the strength that comes from a workforce representing varied perspectives.

5. Stakeholder Collaboration and Accountability

Collaboration is the key to collective impact. We engage with stakeholders—partners, customers, and communities—with a sense of shared responsibility. Accountability is a guiding principle in our CSR efforts, ensuring tangible results and positive change.

STRATEGIC ALIGNMENT WITH GLOBAL AND DOMESTIC GOALS

Kimal uses the United Nations Sustainable Development Goals (SDGs) as a guiding framework for our CSR principles to ensure that the Company's business practices are aligned with global efforts toward sustainability and ethical responsibility. By integrating SDGs into our CSR strategy, Kimal demonstrates its commitment to addressing critical social, economic, and environmental challenges, such as equality, decent work, innovation, health and safety, and responsible consumption.

These SDGs provide a clear, internationally recognised set of goals that help us not only assess the impact of Kimal's operations, but also to promote continuous improvement. They serve as a tool for aligning the Company's values and strategies with the broader goal of creating positive change, fostering collaboration with stakeholders, and driving long-term sustainable growth. Ultimately, by embedding SDGs into our CSR report, Kimal ensures that its business practices contribute meaningfully to the welfare of its employees, partners, communities, and the planet.



At Kimal, our CSR strategy is shaped not only by global frameworks like the SDGs, but also by domestic priorities, such as those set by our key partners, including the NHS. By aligning our CSR policies with global and domestic expectations, we ensure that we remain a responsible and forward-thinking supplier.

In particular, Kimal aligns closely with the NHS Supply Chain's **Net Zero Supplier Roadmap**, which sets out clear milestones and expectations for suppliers. This roadmap is a critical guide for our operations, helping Kimal address key sustainability and ethical standards that are important not only to the NHS, but also to our broader stakeholder network. Here's how we integrate the NHS's five key asks into our CSR policies:

1. Carbon Reduction Plan

Kimal has developed and regularly updates a comprehensive Carbon Reduction Plan. This ensures we are not only compliant with current requirements, but also ready for the upcoming 2024 milestone, where all procurements will fall under the scope of net zero commitments. Our commitment to reducing carbon emissions aligns with SDG 13 (Climate Action), ensuring we contribute meaningfully to the global fight against climate change.

2. Social Value

Our CSR strategy incorporates social value across all contracts. We assess the social impact of each product and service, ensuring we can track improvements over time. This aligns with SDG 10 (Reduced Inequality) and SDG 8 (Decent Work and Economic Growth), reinforcing our commitment to creating a positive societal impact through every facet of our business.

3. Evergreen Sustainable Supplier Assessment

Kimal is dedicated to sustainability and has completed the Evergreen Sustainable Supplier Assessment to ensure that our operations remain aligned with the highest standards of environmental responsibility. This allows us to continually improve our sustainability practices in line with SDG 12 (Responsible Consumption and Production).

4. **Net Zero Supplier Roadmap**

We are familiar with the NHS Net Zero Supplier Roadmap and Kimal is actively preparing for its upcoming milestones. By aligning our efforts with the roadmap, we ensure that we are not only meeting environmental targets but also contributing to social value in the process. This collaboration with the NHS helps us support national ambitions for a sustainable future.

5. **Modern Slavery**

Kimal takes a firm stance against modern slavery. We have completed the Modern Slavery Assessment Tool (MSAT) and implemented a plan to address our recommendations. This aligns with SDG 8 (Decent Work and Economic Growth) and SDG 16 (Peace, Justice, and Strong Institutions), ensuring that ethical practices are upheld throughout our supply chain. We also hold Level 3 LSAS accreditation.

By strategically aligning our CSR policies with both global goals and domestic priorities, such as those outlined by the NHS, Kimal reinforces its commitment to responsible business practices. This dual approach allows us to drive sustainable growth, meet stakeholder expectations, and contribute positively to the communities and environments in which we operate.

KPI's related to these areas are highlighted below.

SUSTAINABILITY TRANSPARENCY

As a responsible business, Kimal recognises the urgent need to address climate change and minimise its environmental impact. We understand that the healthcare sector has a significant role to play in reducing global emissions, and we are committed to integrating sustainability into every aspect of our operations. Our approach to environmental responsibility extends beyond compliance with regulations; it is embedded in our corporate strategy and long-term business planning. We are actively working to reduce our carbon footprint, improve resource efficiency, and drive meaningful change across our supply chain.

Kimal is committed to achieving net-zero emissions by 2045.

Achieving net zero requires a collective effort, and we recognise the importance of engaging with our employees, customers, suppliers, and industry partners to create a more sustainable healthcare supply chain. We are committed to working closely with our stakeholders to identify opportunities for emissions reduction, promote sustainable procurement, and encourage innovative solutions that contribute to a lower-carbon future.

Kimal's sustainability efforts are aligned with industry best practices, including the NHS Supplier Roadmap to Net Zero. We are dedicated to transparency in our environmental reporting and will continue to review and refine our strategies to ensure we meet our long-term sustainability goals. By integrating carbon reduction into our core business operations, we are not only reducing our impact on the environment, but also enhancing the resilience and sustainability of our business for the future.

Through responsible action, continuous improvement, and a commitment to innovation, Kimal is determined to make a positive contribution to the global effort to combat climate change.

Scope	Emissions	Total (tCO2e)
Scope 1	Stationary combustion	150.7
	Mobile combustion	0
	Process emissions	0
	Fugitive emissions	0
	Total – Scope 1	150.7
Scope 2	Purchased electricity (Market-based)	291.8
	Purchased electricity (Location-based)	210.5
	Purchased steam, heating & Cooling	0
	Total – Scope 2	210.5*
Scope 3	Upstream transport and distribution	617.1
	Waste generated in operations	2.2
	Business travel	300.3
	Employee commuting (including homeworking)	533.0
	Downstream transportation and distribution	558.1
	Total – Scope 3	2010.7

* Location-based emissions to be reported

Kimal is actively working to calculate and disclose our full Scope 3 emissions, with a target to release this data by 2027 or sooner. We are adhering to established greenhouse gas protocols and gathering detailed, granular data across all aspects of our operations to ensure comprehensive coverage of all Scope 3 categories. Our preliminary estimates suggest that our total Scope 3 emissions will be approximately 22,500 tonnes CO2e.

CLIMATE TRANSITION PLAN

Objective: Achieve net zero carbon emissions by 2045, aligned with our commitment to sustainable business practices, regulatory compliance, and stakeholder expectations.

Goals and Targets

Net Zero by 2024 – Achieve carbon neutrality across Scope 1, 2 and 3 emissions by 2045.

Scope 1 & 2 Emissions Reduction

- 20% reduction in CO2e by 2028 through operational efficiency and renewable energy.
- Offset Scope 1 and 2 emissions annually until full decarbonisation is achieved.
- Achieve net zero for Scope 1 and 2 emissions by 2035.

Scope 3 Emissions Reduction

- Partner with suppliers to reduce supply chain emissions by 20% by 2035.
- Prioritise the development and sourcing of low-carbon alternatives to plastic based products and packaging, with a 30% reduction in supply chain emissions by 2040.

Key Focus Areas

Energy Efficiency and Renewable Energy

- **Solar Panel Installation** – Install over 1,000 panels at Kimal's Worcester Six facility, covering roughly 50% of site energy and saving 76 tonnes of CO2 annually.
- **100% Renewable Electricity** – Pledge to always source grid electricity from renewable providers.
- **Energy Efficient Upgrades** – Upgrade lighting, HVAC systems, and manufacturing equipment to reduce energy consumption by 5% annually.

Sustainable Supply Chain and Logistics

- **Supplier Collaboration** – Engage suppliers to implement carbon reduction measures, with a focus on reducing plastics, using alternative materials, and minimising freight-related emissions.
- **Freight Emission Reductions** – Work with logistics partners to optimise transportation, explore low-emission options, and reduce freight-related emissions by 15% by 2030.
- **Sustainable Procurement Policy** – Embed sustainability into supplier contracts, prioritising local and low-carbon suppliers.

Data-Driven Monitoring and Carbon Accounting

- **Annual Carbon Footprint Assessment** – Measure and report Scope 1, 2, and 3 emissions annually, ensuring alignment with SECR and NHS Supplier Route to Net Zero.
- **Science-Based Targets (SBTi) Accreditation** – Work toward achieving SBTi certification by 2026.
- **Continuous Review and Adaptation** – Update targets and initiatives annually to reflect changing business realities and industry best practices.

Implementation Roadmap

Phase 1: 2025-2028

- Install solar panels and transition to 100% renewable electricity at all sites.
- Engage top 20% of suppliers to commit to carbon reduction plans.
- Submit Scope 1, 2 and 3 reduction targets for SBTi accreditation.
- Launch internal sustainability training using the Carbon Literacy model.

Phase 2: 2028-2032

- Implement carbon reduction projects across supply chains.
- Introduce low-carbon materials in 20% of product lines.
- Collaborate with freight partners on low-emissions delivery options.
- Develop a digital carbon reporting dashboard for real-time tracking.
- Engage with customers to optimise downstream product lifecycle management, reducing waste and minimising reliance on incineration.

Phase 3: 2032-2038

- Scale up sustainable product innovations across all business units.
- Expand trade-in and reuse schemes for end-of-life products.
- Achieve net zero for Scope 1 and 2 emissions by 2038.
- Continue supplier collaboration to reach 20% Scope 3 reduction by 2035.

Phase 4: 2038-2045

- Drive deep decarbonisation across Scope 3 by leveraging supplier partnerships.
- Achieve 30% supply chain emissions reduction by 2040.
- Implement final carbon reduction measures to achieve full net zero across all scopes by 2045.

Monitoring, Reporting and Transparency

- **Annual CSR & Sustainability Report** - Include detailed carbon performance metrics and progress against targets.
- **Supplier Sustainability Audits** – Conduct regular audits and performance reviews for high-risk suppliers.
- **Stakeholder Engagement** – Host annual forums with suppliers, customers and partners to assess progress and share best practise.

Governance and Accountability

- **Board Oversight** – The Kimal Board will oversee climate transition progress and ensure adherence to CSR commitments.
- **Sustainability Lead** – Responsible for tracking and implementing climate transition initiatives.
- **Environmental Committee** – Review progress quarterly and recommend adjustments to meet KPI targets

Communication and Training

- **Internal Awareness Campaigns** – Educate employees about Kimal's climate transition plan and their role in achieving it.
- **Supplier Training** – Provide training and guidance on sustainable practices and carbon reduction.
- **Customer Engagement** – Transparently communicate progress and milestones to customers and stakeholders.

Commitment to Continuous Improvement

Kimal is committed to ongoing innovation, collaboration, and transparency in pursuit of our net zero target. We will continue to align our climate transition plan with evolving industry standards and stakeholder expectations.

ETHICAL GOVERNANCE AND TRANSPARENCY

Business Ethics



Embracing a culture of high ethical standards, Kimal is dedicated to promoting integrity within its organisation and expects the same commitment from its suppliers. Our Policy undergoes regular reviews, ensuring alignment with evolving legislation, best practices, and regulatory guidance. Adhering to employment laws and requirements, Kimal promotes fair treatment for all employees, emphasising equality, diversity, and a workplace free from discrimination and harassment. We actively combat human rights abuses, particularly within our global supply chain, with a focus on preventing modern slavery and unethical practices. Committed to transparency, Kimal opposes bribery and corruption at all levels and extends this commitment to suppliers. Senior Management allocates resources to implement and monitor this Policy, and all contractors and suppliers are obligated to comply. We prioritise due diligence checks in line with ethical standards, and through communication and training, Kimal ensures that its employees are well-versed in ethical considerations.

Modern Slavery:



Kimal is LSAS (Modern Slavery Act) compliant, demonstrating our commitment to eradicating modern slavery globally. In addition to our published Modern Slavery Statement, we are audited and accredited annually to LSAS Level 3 and are implementing the findings from our completion of MSAT by the UK Government.

The Labour Standards Assurance System (LSAS) is a framework used by NHS Supply Chain to assess and monitor labour standards in supply chains. Achieving Level 3 indicates that Kimal has embedded robust policies and processes to manage labour standards risks, demonstrating continuous improvement and proactive management across our operations.

LSAS
Labour Standards Assurance System

We emphasise ethical practices throughout our supply chain, implementing distinct approaches for both strategic and ad-hoc suppliers. Our efforts include thorough audits, site visits, and comprehensive questionnaires to ensure adherence to ethical standards, supported by stringent supplier agreements. Furthermore, our commitment extends to internal training and awareness programmes for over 500 employees, underscoring our dedication to ethical business practices. CEO Matt Press and our Board of Directors actively champion this ethical stance, reflecting Kimal's unwavering commitment to responsible business conduct.

Equal opportunities - KPI

This KPI tracks the number of hours dedicated to training employees on modern slavery awareness, reinforcing Kimal's commitment to human rights and ethical practices. Alongside modern slavery, training covers cyber security, health and safety, resource efficiency, anti-bribery, equality, diversity, and more, ensuring a well-informed workforce that upholds ethical, legal, and sustainable business practices.

2024 Training Hours: 573

Whistleblowing:



At Kimal, we prioritise transparency and ethical conduct. Our Whistleblowing Policy empowers employees to confidentially raise concerns they believe are in the public interest. We ensure protection for those who report issues, promoting an environment where honest communication contributes to our ongoing success. This Policy emphasises fairness, individual case treatment, and the commitment to address concerns without retaliation. Kimal stands firm in upholding ethical standards and continuous improvement through open dialogue.

Committed to Quality:



Kimal upholds a steadfast commitment to quality management embedded in our core values and practices. Our integrated Management System aligns with rigorous standards (BS EN ISO 13485, MDSAP, MDR 2017/745, and FDA QSR 21CFR820), ensuring safety and compliance in the design, development, and distribution of our medical devices. Our principles encompass customer-centricity, collaboration with quality partners, proactive post-market surveillance, and a relentless pursuit of continuous improvement. We empower employees through training to seek ongoing effectiveness to meet customer and regulatory expectations. Our quality commitment reflects a dedication to delivering excellence in our products and services.



ENVIRONMENTAL SUSTAINABILITY

Environmental Stewardship:



Kimal is dedicated to responsible environmental practices in its role as a developer, manufacturer, and supplier of medical products. Recognising the impact of packaging, water, energy, and emissions, Kimal implements an ISO14001:2015 certified Environmental Management System. The commitment revolves around continuous improvement, pollution prevention, and compliance with environmental standards. Key principles include efficient resource use, waste reduction, eco-friendly product design, and collaboration with suppliers for a sustainable supply chain. Kimal fosters environmental awareness among employees, ensuring regular Policy reviews and audits to stay aligned with legislative changes. The Policy's transparency reflects Kimal's commitment to responsible environmental stewardship.



Did you know....

In 2024, Kimal successfully achieved ISO14001 recertification with zero non-conformities. This reflects our ongoing commitment to environmental management, ensuring our operations meet the highest sustainability and compliance standards while continuously improving our environmental performance.

Fighting Climate Change - KPI

Evergreen assessment level - This KPI measures the sustainability certification level achieved through the Evergreen framework. By setting clear targets, Kimal ensures progress toward improved environmental practices and carbon reduction. Achieving higher Evergreen levels over time demonstrates Kimal's ongoing commitment to sustainability, aligning with global efforts to fight climate change and reduce the environmental impact of its operations.

2025 level: 2

Sustainability Assurance:



In our commitment to environmental sustainability, Kimal goes the extra mile to ensure the credibility and impact of our efforts. We engage in external assessments, collaborating with reputable organisations like EcoVadis. These assessments provide an unbiased evaluation of our sustainability initiatives, validating our commitment to minimising environmental impact, and conserving natural resources. Additionally, we utilise third-party validation to verify our Scope 1 and 2 carbon emissions, ensuring accuracy and transparency in our reporting. Furthermore, we conduct Carbon Lifecycle Analysis on various products to better understand and mitigate their environmental impact. By subjecting ourselves to rigorous external scrutiny, we not only demonstrate transparency but also continuously improve our practices based on industry-recognised benchmarks. This dedication reinforces our Environmental Sustainability pillar, aligning our actions with global standards and contributing to a greener, more sustainable future.



Did you know....

In 2024, Kimal was awarded runner-up in the Energy and Sustainability category at the Make UK Business Awards. This recognition highlights our ongoing efforts to drive sustainable innovation, reduce our environmental impact, and support the transition to a low-carbon future.



Net Zero Commitment:



In our commitment to environmental responsibility, and our pledge to achieve Net Zero by 2045, we meticulously assessed our emissions across various scopes, laying the foundation for our journey towards carbon neutrality. Embracing transparency, we established robust carbon reduction targets, emphasising a structured approach to decrease our ecological footprint. Initiatives undertaken in our inaugural reporting year include driving manufacturing efficiency, transitioning to renewable energy, and redesigning core components to lessen plastic usage. Our Carbon Reduction Plan reflects the dedication to promoting a sustainable, environmentally conscious ethos, endorsed by our Board of Directors.

Did you know....

In 2024, Kimal successfully offset its Scope 1 and 2 emissions for the third consecutive year, achieving an 11% reduction in its greenhouse gas emissions ratio compared to 2023. This accomplishment reinforces our ongoing commitment to environmental sustainability and supports our efforts towards achieving our Net Zero target by 2045.

Environmental Initiatives:



At Kimal, we are committed to environmental stewardship, integrating sustainable practices into our operations. Our initiatives reflect our dedication to reducing our ecological footprint and promoting a greener future. We are actively engaged in redesigning core components to minimise plastic usage in our products and are exploring alternative materials to single use plastic to further decrease our environmental impact. To harness renewable energy, we are installing roof solar panels, adopting LED lighting, and implementing PIR sensors at our UK manufacturing facility, aiming for energy efficiency and reduced carbon emissions.

Our logistics network has undergone a transformation with a project dedicated to replacing wooden pallets with a more sustainable alternative. This initiative aligns with our broader goal of responsible resource management throughout our supply chain. Additionally, we remain steadfast in our commitment to environmental standards, maintaining ISO 14001 compliance for our UK manufacturing facility. This dedication ensures that our operations consistently meet and exceed established environmental standards.

By undertaking these initiatives, we strive to contribute positively to the environment, embracing innovation and sustainability as integral components of our corporate ethos.

Did you know....

To date, through targeted and impactful environmental sustainability initiatives, such as those highlighted above, Kimal has successfully reduced its carbon footprint by an impressive 341 metric tonnes of CO₂ equivalent. These concerted efforts align with our commitment to responsible business practices, demonstrating measurable progress in our journey toward a more sustainable and eco-friendly future.

Fighting Climate Change – KPI

This KPI measures greenhouse gas emissions relative to an output, in this case, revenue. It provides insight into Kimal's efficiency in reducing carbon impact while maintaining business growth. Tracking this ratio supports sustainability goals, regulatory compliance, and continuous improvement in reducing emissions across operations and the supply chain.

2024 – 0.60 tCO₂e/£100,000 revenue – 11.76% reduction compared to 2023

SOCIAL IMPACT AND COMMUNITY ENGAGEMENT

Community Empowerment through Local Charity Support:



At Kimal, our commitment to Social Impact and Community Engagement extends beyond our business operations. Under this pillar we actively contribute to societal well-being by supporting local charities. We recognise the vital role these organisations play in addressing community needs and creating positive change. Through strategic partnerships and direct involvement, we aim to make meaningful impacts on the lives of those in our local communities. By championing and backing local charities, we not only fulfil our corporate social responsibility but also promote a spirit of collective well-being and shared prosperity. Together with these organisations, we strive to create a positive ripple effect, promoting a stronger, healthier, and more vibrant community for everyone.

Did you know....

Kimal proudly raised £13,500 for St Richard's Hospice in 2024 through various fundraising events, including football matches, quizzes, and the "Worcester Waddle." Our commitment to supporting local charities reflects our dedication to making a positive impact in our community, strengthening partnerships, and championing causes that improve lives.

In 2025, after staff consultation, Kimal will be supporting both Primrose hospice and Tommy's Baby Charities.

Did you know....

Kimal proudly supported "The Great Waddle of Worcester" by sponsoring a large penguin sculpture on behalf of Kimal and a small penguin sculpture on behalf of Oasis Academy Warndon. This incredible event raised a total of £330,000 for St Richard's Hospice, and we are honoured to have been part of such a meaningful initiative.

Fostering Future Talent:



Kimal is committed to making a positive impact on our community by actively participating in local events such as job's fairs and skills shows. These events provide valuable opportunities for students to explore diverse career paths and educational options. By engaging with these shows, we aim to inspire and guide the next generation, promoting a sense of enthusiasm for various careers. Our involvement emphasises our dedication to the community's educational development, helping students make informed choices about their future. Through these initiatives, we contribute to building a skilled and knowledgeable workforce, empowering young minds to pursue rewarding opportunities in a wide range of fields.

Kimal proudly supports apprenticeships across our business, investing in the growth and development of future talent. We offer hands-on training and mentorship opportunities across various departments, providing valuable skills and experience to aspiring professionals. Our apprenticeship programs enable individuals to learn from seasoned experts, fostering a culture of continuous learning and innovation. By nurturing talent through apprenticeships, we not only contribute to personal and professional growth but also strengthen our workforce, ensuring a vibrant and skilled team for the future.

Did you know....

In early 2025, Kimal proudly attended the 2024 Worcestershire Skills Show, engaging with over 2,000 students and generating over 500 direct interactions at our stand. This event served as a platform for us to showcase Kimal and we anticipate the possibility of welcoming some of these young individuals into the Kimal team in the future. Our aim was not only to introduce them to the diverse range of opportunities within our company, but also to exemplify our commitment to being a supportive and inclusive workplace.

Did you know....

In 2024, Kimal welcomed four new apprentices across IT, Corporate Development, HR, and Regulatory Affairs. This investment in future talent reflects our commitment to professional development, providing hands-on experience and structured learning opportunities to equip apprentices with essential skills for successful careers while strengthening our workforce for long-term growth.

Engagement initiatives:



In our commitment to social impact and community engagement, Kimal takes pride in being a dedicated enterprise advisor for local schools. Through this partnership, we offer substantial support to students through mock interviews, insightful career talks, engaging STEM activities, industry discussions, and mentorship programs. Our goal is to bridge the gap between education and the professional world, providing students with real-world insights and guidance. By actively participating in these initiatives, Kimal strives to inspire, educate, and empower the younger generation, supporting their personal and professional growth. Through these collaborative efforts, we contribute to the development of a skilled and motivated future workforce, ensuring a brighter outlook for both individuals and our community.

Employee Involvement:



At Kimal, we prioritise promoting a vibrant and connected workplace culture through robust employee engagement initiatives. Our quarterly town halls serve as a platform for open communication, ensuring that every team member is informed about company updates and can actively participate. The CEO "virtual cuppa's" create a regular informal space for dialogue, promoting transparency and accessibility. Through product spotlights, we celebrate our achievements, keeping everyone inspired and aligned with our goals. Employee forums and internal committees provide avenues for collaboration, empowering our diverse workforce to contribute ideas and shape the company's direction. We believe that engaged employees are key to our success, and these initiatives reflect our commitment to creating a workplace where every voice is valued and heard. Kimal is also proud to have just launched our 4 corporate goals for the next 3 years and one is to be recognised as a Top Employer, and we are working through objective measures to set out whether that subjective goal has been achieved or not.

Did you know....

In 2024, Kimal enhanced staff engagement with activities like dragon boat racing, ghost hunts, and quizzes throughout the year. These events fostered teamwork, boosted morale, and provided opportunities for employees to connect in a fun and inclusive environment, reinforcing our commitment to a positive workplace culture.

Did you know....

In 2024, Kimal celebrated its 60th anniversary, marking six decades of success and growth. To honour the dedication of our long-service staff, we held special celebratory meals, recognizing their valuable contributions to the company and reinforcing our commitment to appreciating and retaining talent within our organisation.

EMPLOYEE WELL-BEING AND DIVERSITY

Diversity and Inclusion:



Kimal prioritises the principles of diversity, inclusion, and equal opportunities. Our commitment is to foster a workplace culture that values fairness and respects the unique contributions of every individual. Our dedication extends beyond policies; it is an integral part of our corporate ethos, ensuring a workplace where every individual can thrive.

Dignity at Work:



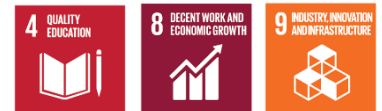
At Kimal we uphold a zero-tolerance approach to bullying, harassment, and inappropriate behaviour in the workplace. Our focus is on fostering a workplace where every individual is treated with dignity and respect, and we actively encourage employees to report any observed or experienced incidents that may be viewed as offensive.

Mental Health and Well-being:



Kimal prioritises mental health as a fundamental aspect of overall well-being. We measure the impact through various indicators, emphasising our commitment to creating a workplace that promotes mental health and well-being.

Training and Development:



At Kimal, we're dedicated to fostering the growth and success of our team members. Our approach to training is carefully tailored to our company goals, manufacturing principles, and quality Policy. This ensures that each staff member receives targeted training for their role, empowering them to excel. More than that, we also provide additional development opportunities to help our employees thrive. Our Training and Development Policy reflects our commitment to shared responsibility and relevance to business needs. We believe in investing in continuous improvement and supporting educational sponsorship to promote both professional and personal advancement among our valued team members.

Did you know....

In 2024, Kimal conducted 1,374 internal training sessions, covering a wide range of topics including modern slavery, cybersecurity, health and safety, resource efficiency, anti-bribery, and equality and diversity. These sessions reflect our commitment to continuous employee development, ethical standards, and fostering a knowledgeable and responsible workforce.

Health and Safety:

At Kimal, the well-being of our employees is paramount. Our Health and Safety Policy underlines our commitment to maintaining effective safety processes for employees' welfare and overall business success. We allocate sufficient resources to meet and exceed legislative requirements, ensuring a safe working environment. We prioritise compliance with health and safety legislation, provide safe equipment and systems, and actively involve employees in hazard identification and reporting. All employees share the responsibility to adhere to safety measures, report hazards, and contribute to a safe workplace. Our 2024 objectives include developing an occupational health and safety management system, defining clear roles and responsibilities, enhancing supervisory skills, and fostering a companywide safety awareness process.

Did you know....

In 2024, 24 members of staff successfully completed the Institution of Occupational Safety and Health (IOSH) Managing Safely course. This achievement highlights Kimal's commitment to enhancing employee knowledge and fostering a culture of safety across the organization, further supporting our Health and Safety objectives.

STAKEHOLDER COLLABORATION AND ACCOUNTABILITY

Principled Partnership and Shared Success:



At Kimal, our dedication to transparent communication extends to all external stakeholders, including customers, suppliers, communities, and employees. Guided by principles of open dialogue, listening, and mutual value creation, we prioritise regular engagement through forums, community collaboration, and supplier partnerships. By actively seeking and incorporating feedback, we build lasting relationships aligned with shared values, contributing positively to stakeholder well-being. These efforts are central to our broader CSR strategy, reflecting our commitment to responsible and sustainable business practices. Our interactions are further shaped by fundamental values of respect, ensuring reliable service, continuous innovation, and shared success with all stakeholders. With long-term customer relations spanning up to 30 years, we also assist in bringing new products to market, whether by collaborating with startups or established companies seeking entry into the UK market.

Board Commitment to CSR Excellence:



This CSR Policy is an integral part of our commitment to responsible business practices. The Board, in its regular management review, meticulously assesses the effectiveness and relevance of this framework. We recognise the importance of transparent communication, and this Policy will be shared with stakeholders, reflecting our dedication to openness and accountability. Furthermore, a thorough annual review ensures its continuous alignment with our evolving values, industry best practices, and the ever-changing landscape of corporate social responsibility. Together, with the guidance of our Board, we remain steadfast in our pursuit of CSR excellence.

A handwritten signature in blue ink, appearing to read 'M Press', is positioned above a horizontal dashed line.

Matthew Press
Chief Executive Officer
19 March 2025