



# Corporate Social Responsibility Policy



Corporate Social Responsibility represents a commitment by OPUS to behave fairly and responsibly, contribute to economic development while improving the quality of life for our staff as well as contributing to local communities and society. Responsibility is to meet the expectations of customers, employees, regulators, investors, suppliers, the community and the environment. These responsibilities will be through the actions of the company and within the company policies.

OPUS carries out operations throughout the UK and internationally. We work to provide support into communities in a range of ways including partnership with other businesses and community organisations, via charitable activities.

OPUS is committed to improving environmental management. The company has set targets and objectives which will assist in meeting the Social Responsibility Policy.

OPUS is committed to ensuring that our business is carried out in all respects according to rigorous ethical, professional and legal standards. Our business and livelihood depend upon our customers. Every employee is responsible for ensuring that any contact with our customers and the public at large reflects professionalism, efficiency and honesty. We strive constantly to provide high quality service and products and good value for money.

OPUS values its staff. We have developed employment policies that are directed at creating an environment that will attract, develop, motivate and reward employees of high caliber. The work environment is enhanced by lifestyle-friendly policies that support human rights, citizenship, health and safety, disability, personal and career development and high standards of ethical and professional conduct.

OPUS shall ensure a high level of business performance whilst effectively managing risk

Alongside our financial success as a business we recognise our responsibility to work in ways that add value to the lives of our stakeholders and improve the world in which we live.

Signed

**Neil Kerr**  
**Managing Director**

3<sup>rd</sup> January 2012