



# SOCIAL & ECONOMIC RISK POLICY

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## Purpose

Impamark recognises the importance of identifying, assessing and managing material environmental and social risks as an integral part of conducting business.

Our Environmental and Social Risk Policy (ESR Policy) provides a robust framework for embedding environmental and social risk management into our business.

Our policies and broader business ambitions are structured around strongly embedded social, ethical and environmental criteria.

We work within our industry sector and the BPMA (British Promotional Merchandise Association), of which we are a ten year member, to ensure and assist with compliance within the industry.

- Assess MERCHANDISE for environmental and social risk.
- Spread ESR awareness throughout IMPAMARK.

## What is the ESR policy?

The ESR Policy establishes processes for identifying, assessing, managing, mitigating and reporting material environmental and social risks across the business.

Environmental and social risk areas covered by the ESR Policy include labour and employment practices, human rights, resource efficiency, pollution prevention, biodiversity and cultural heritage.

Impamark supports fundamental human rights as set out in the Universal Declaration of Human Rights and core ILO Conventions. Macquarie recognises the duty of States to protect human rights and the responsibility of businesses to respect human rights.

These include rights related to:

- Non-discrimination and equal opportunity
- Child labour, forced and compulsory labour
- Freedom of association and collective bargaining
- Community health
- Safety and security practices
- Indigenous peoples and other vulnerable groups

Impamark is committed to conducting its business in accordance with all applicable laws and regulations and in a way that enhances our reputation in the market. Where local legislation conflicts with the principles and processes described in this policy, Impamark will comply with the law, while also seeking ways to uphold human rights principles within its sphere of influence.

## **Managing human rights risk**

Impamark endeavours to identify and mitigate potential and actual human rights impacts resulting from its business activities and the relationships connected to those activities.

This policy also works in conjunction with our company's [Ethical policy](#)

Nicola Crisp – Managing Director