



# FAR SOUND CSR REPORT Q4 2024

At Farsound Aviation we pride ourselves on our commitment to making our working environment safe, responsible, honest and free from discrimination.

Whilst our policies cover UK legislation, as a minimum, we believe that diversity and inclusion goes beyond legal compliance.

Our Employee Handbook, available through our online employee portal, is issued to all employees as part of their joining pack and guides every aspect of our values, behaviours and how we operate.

As a group organisation, we believe we go above and beyond in our consideration of environmental, social and corporate governance issues. Throughout this report you will see how our commitment to ESG influences the business decisions we make and how we aim to operate.



# HOLISTIC SUSTAINABILITY APPROACH

A holistic approach to sustainability is split into 3 core aspects, Environmental, Social and Corporate Governance.

**Environmental** aspects focus on areas like pollution, emissions and energy efficiency (see page 8 for how Farsound strives to reduce their negative Environmental impact).

**Social** aspects focus on areas such as safeguarding human rights, promoting diversity and opportunity, alongside contributing to society (see page 10 for more information on how Farsound strive to support the communities we work in).

**Corporate governance** aspects consider aspects such as supply chain governance and compliance (see page 7 for information on Farsound's legal and regulatory compliance).





## ETHICS AND DISCRIMINATION

We are committed to the principle of equal opportunity employment and ensuring our ethical principles are clear. We operate a number of policies and best practise approaches to ensure fairness and equality at every stage of employment with Farsound Aviation.

It is our policy to treat employees with respect and dignity and to ensure that employees are not victimised or subjected to harassment. We aim to enable all people of all backgrounds to have dignity at work.

Our Equal Opportunities policy, Bullying and Harassment policy, Recruitment best practise approach, Managing the Risk of Bribery in the Workplace and Travel & Entertaining policy all aim to ensure that any instances of inappropriate behaviour and/or unfair treatment are dealt with in a serious, sensitive and confidential manner.

We celebrate and promote a diverse workforce and an inclusive environment. We encourage an open and honest environment where all employees to raise questions or concerns they may have to their line manager in the first instance, or to HR.





# BRIBERY

We operate a zero tolerance policy in respect of both bribing another person or being bribed.

We are committed to the prevention of bribery and strictly forbid any employee, consultant, agency worker, agent or any other person connected with the business from receiving any reward that may amount to bribe. This is covered in our 'Managing the Risk of Bribery' policy.

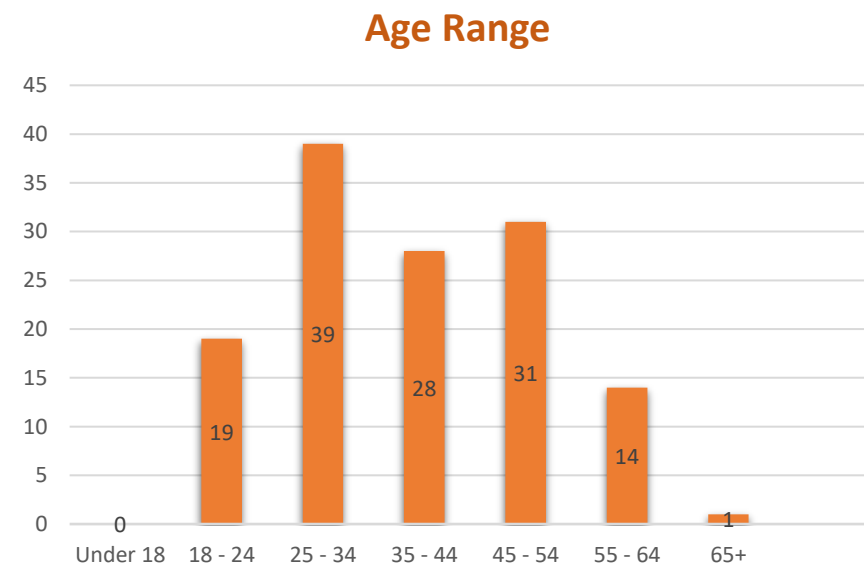
Farsound Aviation also received TRACE certification in 2021, and continue to be vetted, trained and certified by the world's leading Anti-Bribery standard setting organisation. In 2023 we received our updated TRACE certification.



# FORCED LABOUR AND CHILD LABOUR

As a Company we are committed to ensuring all employees have the right to freely choose employment and are committed to not using forced or involuntary labour. We are compliant with child labour laws and will not employ anyone under the age of 16 on a full-time basis (as demonstrated in the Age Distribution Graph).

Our 'Managing the risk of slavery in the workplace' factsheet is available for employees to access from our online portal and provides guidance to all employees and other persons who act for the Company on the practical arrangements introduced by the Company to ensure compliance with the Modern Slavery Act 2015





## COMPENSATION & WORKING

We are committed to fair recruitment, retention, development and motivation of our employees. Pay and benefits are in line with industry average and meet or exceed legal minimum wage.

We comply with national regulations on working time and where possible provide for a flexible working environment

Overtime is offered on an infrequent basis to all employees and is influenced by the varying workloads throughout the financial year.

All employees are entitled to paid time off, in line with their contractual terms and conditions, for holiday and in line with all family friendly policies in place.





## LEGAL AND REGULATORY COMPLIANCE

We have spent years developing policies and procedures structured around the demanding requirements of the aerospace industry.

Our AS9120 and FAA AC00 - 56 certified quality management systems, combined with experienced personnel, ensures that Farsound Aviation provides our customers with fully traceable and conforming aerospace products every time.

These accreditations are subject to an annual review by ASI to ensure continued compliance.

During 2024 we have also successfully attained ISO270001 in a bid to further underpin our commitment to data protection and integrity.



# ENVIRONMENT

We work to prevent or minimise negative impacts to the environment of our products and services and continuously strive to improve the impact of our operations upon the environment. We're committed to good environmental practises such as recycling and reducing environment energy and waste

We maintain a policy of 'minimum waste' which aims to avoid unnecessary or extravagant use of services, time, energy, materials and equipment and this is highlighted in our Employee Handbook.

In our bid to strive towards ever improving environmental impact we have achieved ISO 14001 for the Farsound Group and implemented an Environmental Management System in the UK and Canada.





## HEALTH AND SAFETY

We conduct our business operations in such a way that provides a safe and healthy environment for all its employees. We have implemented a formal Health & Safety Management System which is compliant with ISO45001.

We also have a robust Health & Safety policy in place that ensures the Company, its employees, and any required work contractors are kept safe from work-

related injury and illness whilst working on site. We have been accident free (reportable accidents) for at least 5 years and aim to continue to be in the future.

The Company also provides employees with access to a confidential Employee Assistance Programme which is available 24 hours a day, 365 days a year.





Jon Wagstaff  
JW Photography

## SUPPORTING THE COMMUNITIES IN WHICH WE WORK

In 2023 we committed to building positive relationships with the communities in which we live and work.

Our UK Office sponsors SouthSEND Rugby Football Club who support those with a variety of special educational needs such as, Down Syndrome, Autism Spectrum Disorder, Social Emotional & Mental Health difficulties, Global Development Delay and Dyspraxia. The focus of sessions is listening skills, teamwork, empathy and most importantly fun

Farsound have a partnership with the Envera Group, which works with the companies to comply with the General Law of Disability. Envera get involved in the hiring of persons with disabilities and implement a social responsibility that helps them to be more competitive. They work on “everyone wins” by offering innovative and quality services.



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## COMMUNICATION

We ensure all our employees are familiar with our policies aimed at making Farsound Aviation an employer of choice in the local communities as well as in the Aviation industry.

We have an electronic platform that all employees can access policies and factsheets from and that we can issue out guidance and updates from.

Our handbook is issued to all new employees within the business and we encourage regular communication in the form of performance reviews.

We are always incredibly keen to listen to our employees and make continuous improvements and run annual employee surveys to get input and feedback on various topics, the end of 2023 saw us focus particularly on communication and we have further improved our frequency and of communication, as well as the tools we use.

