



## STATEMENT OF RESPONSIBLE BUSINESS PRINCIPLES – GriffinOT Ltd

### The company commits to follow the five principles of a purpose driven business developed by Blueprint for Better Business as set out below:

1. **Has a purpose which delivers long term sustainable performance**
  - (a) Operates true to a purpose that serves society, respects the dignity of people and so generates a fair return for responsible investors.
  - (b) Enables and welcomes public scrutiny of the alignment between stated purpose and actual performance.
2. **Honest and fair with customers and suppliers**
  - (a) Seeks to build lasting relationships with customers and suppliers.
  - (b) Deals honestly with customers, providing good and safe products and services.
  - (c) Treats suppliers fairly, pays promptly what it owes and expects its suppliers to do the same.
  - (d) Openly shares its knowledge to enable customers and suppliers to make better informed choices.
3. **A responsible and responsive employer**
  - (a) Treats everyone with dignity and provides fair pay for all.
  - (b) Enables and welcomes constructive dialogue about its behaviour in keeping true to its purpose.
  - (c) Fosters innovation, leadership and personal accountability.
  - (d) Protects and nurtures all who work for it to ensure people also learn, contribute and thrive.
4. **A good citizen**
  - (a) Considers each person affected by its decisions as if he or she were a member of each decision-maker's own community.
  - (b) Seeks and provides access to opportunities for less privileged people.
  - (c) Makes a full and fair contribution to society by structuring its business and operations to pay promptly all taxes that are properly due.
5. **A guardian for future generations**
  - (a) Honours its duty to protect the natural world and conserve finite resources.
  - (b) Contributes knowledge and experience to promote better regulation for the benefit of society as a whole rather than protecting self-interest.
  - (c) Invests in developing skills, knowledge and understanding in wider society to encourage informed citizenship.