



## **Strata Holdings Limited**

### **Responsible Business Practices Statement**

#### **Management Ethos**

- To develop constructive and fair working relationships with our customers and provide products and services which are of value to them.
- To promote an open culture and create a well informed workforce in order to give each person within the firm the opportunity to influence the firm's progress with their own ideas, as far as they are consistent with the aims of the company, thereby having a direct effect on their own well-being and on the quality of life within the firm and in their social and family life.
- To provide financial rewards that are consistent with the labour market and the company's ability to pay.
- To always compete and deal firmly with our competitors.
- To endeavour to develop close working relationships with our suppliers, paying promptly according to agreed conditions of supply.
- To continue to support local charities and our involvement in local education and training initiatives.
- Full consideration shall be given to environmental issues in all aspects of our business.
- To provide an appropriate return on investment to our shareholders whilst being mindful of the needs of other stakeholders.

We believe that, in conjunction with our ethos and policy statements, our intent in working with clients, developing relationships and providing the bedrock on which to team build and partner, actively promotes simplified service delivery and clear lines of communication. This approach has proven

to be successful in greatly reducing service failure and consequently eliminating any requirement for an adversarial approach from either quarter.

### **Corporate Social Responsibility**

The social, environmental and ethical conduct of Strata Holdings Limited has an impact upon our business and our reputation . We are therefore, committed to ensuring that, our actions within trading environments are monitored and addressed. Such actions include community involvement, staff relations, equal opportunities, care for the environment, health & safety and ethical business behaviour. We aim to maintain productive dialogue with all parties and to positively respond and adjust our business practices based on the feedback we actively seek, encourage and evaluate. The joint Chairmen of Strata Holdings Limited take ultimate responsibility for CSR and for developing and implementing appropriate policies while adhering to a commitment to sustain long-term company growth.

### **Open Book Accounting**

Strata Holding Limited are committed to Open Book Accounting methods as we believe they help to deliver clarity within trading relationships and provide services at a cost, which represent Best Value and a degree of fairness between contracting parties. Strata Holdings Limited believe in a policy of actively encouraging the “win-win” results that emerge from mutual Open Book Accounting methods.

### **Incentivised Performance Statement**

Incentivised Performance Management is actively practised within the Strata infrastructure and has been found to be beneficial to both the yearly and long term progression of the various businesses. From a contractual perspective, we are able to understand the potential benefits such arrangements may provide to all parties and are prepared to discuss such matters openly within the business arena.