

## **WCF Ltd – Corporate Social Responsibility (CSR) Policy**

*Updated: February 2026*

*Date of next review: February 2027*

### **Our Commitment**

WCF Ltd is a long-established, employee-owned business with over 110 years of trading heritage. We are committed to conducting our activities in a responsible, ethical and sustainable manner, recognising our responsibilities to our employee owners, customers, suppliers, communities, and the environment.

Our vision is to hand WCF to future generations of employees in a stronger position than when we inherited it — resilient, responsible, and trusted.

We believe that strong corporate social responsibility strengthens our business, reduces risk, attracts and retains talent, and supports long-term success.

### **Governance & Accountability**

The Board of WCF Ltd has overall responsibility for this policy and for ensuring that CSR principles are embedded into our strategy, culture, and decision-making.

Senior management is responsible for implementation, monitoring, and reporting. This policy is reviewed annually and updated to reflect changes in legislation, best practice, and business priorities.

### **Our People**

#### ***Employee Ownership***

WCF is partly owned by its employees. We believe this creates a culture of shared responsibility, accountability, and long-term thinking. Every employee owner has the opportunity to make a meaningful contribution to our success and to benefit from it through profit sharing, free share awards, and our annual Employee Ownership Dividend.

#### ***Fair Pay & Wellbeing***

WCF is an accredited Real Living Wage employer. We are committed to fair pay, safe working conditions, and the physical and mental wellbeing of our colleagues.

#### ***Equality, Diversity & Inclusion***

We are committed to equality of opportunity and a workplace free from discrimination, harassment and victimisation. Our employment practices comply with the Equality Act 2010 and other associated legislation and are based on merit, skills, and behaviours aligned with our ‘Guiding Principles’.

## **Customers**

We aim to build long-term, trusted relationships with our customers by:

- Delivering reliable, high-quality products and services
- Acting honestly and transparently
- Protecting customer data and privacy
- Listening to feedback and continually improving
- Treating all customers fairly

Customer retention, satisfaction, and loyalty are key measures of our success.

## **Health, Safety & Wellbeing**

We are committed to providing safe and healthy workplaces and preventing work-related injury and ill health. We operate robust health and safety systems and encourage a culture of openness, reporting, and learning.

Our Health & Safety Policy sets out detailed responsibilities and arrangements.

## **Environmental Responsibility**

We recognise the urgent challenges of climate change and environmental degradation. We seek to minimise the environmental impact of our activities and to reduce our carbon footprint.

We comply with all applicable environmental legislation, including our obligations under SECR and ESOS, and we have mapped our emissions with independent specialist support. We are actively developing a credible pathway to net zero.

We aim to:

- Reduce energy and water consumption
- Minimise waste and increase recycling
- Eliminate unnecessary single-use plastics
- Improve fleet efficiency
- Prevent pollution
- Support circular economy principles

Due to the nature of our fuel operations, we maintain robust spill prevention and emergency response procedures, and our drivers receive specialist ADR training.

For more detail, please refer to our Environmental Policy.

## **Ethical Business Practices**

We are committed to the highest standards of business integrity. This includes compliance with:

- The UK Bribery Act 2010
- The Modern Slavery Act 2015
- The Companies Act 2006 (s172 duties)
- Data protection and privacy laws

We operate a Conflicts of Interest Policy, Anti-Bribery Policy, and Supplier Code of Conduct. We expect honesty, fairness, and transparency in all business dealings.

### **Human Rights & Modern Slavery**

We are committed to respecting human rights throughout our operations and supply chains. We do not tolerate forced labour, child labour, or exploitative practices.

We conduct due diligence on suppliers, particularly in overseas manufacturing, and will not knowingly work with organisations that fail to meet our ethical standards.

### **Our Communities**


We actively support the communities in which we operate. This includes:

- Supporting local charities and causes
- Matching employee fundraising
- Donating returned and surplus products
- Encouraging volunteering and participation

### **Continuous Improvement**

We are committed to continuous improvement. We will:

- Set meaningful CSR objectives
- Monitor performance
- Engage stakeholders
- Review this policy annually
- Be transparent about our progress



**Phil Murray**

Chief Executive

*February 2026*