



CONSIDER IT DONE.

Corporate Social Responsibility Policy

Controlled Document	
Issue Status:	Issued
Issue Date:	18.03.2026
Policy No:	003
Issued to: (Person/Site)	Ted Soulsby / CID Group

Review and Amendments

Below is information relating to the periodic review and amendments made to this document following its original issue.

ACTIONS UNDERTAKEN	DATE	INITIAL
CID Products LLP replaced with CID Trading Ltd	14.03.2023	SE
Reviewed	14.03.2024	SE
OB taken over the responsibility of maintaining & reviewing policies from SE	06.01.2025	OB
Reviewed	20.03.2025	OB
Reviewed & Updated	18.03.2026	OB

1. Purpose

The purpose of this policy is to outline CID Trading Limited's commitment to operating in a socially responsible, ethical, and sustainable manner across all areas of its business activities and supply chain.

2. Scope

This policy applies to all employees, directors, contractors, suppliers, and business partners of CID Trading Limited, both within the UK and internationally.

3. Policy Statement

CID Trading Limited is committed to conducting its business in a responsible and sustainable manner, recognising the impact of its activities on society, the environment, and the economy.

We aim to:

- Operate with integrity and transparency
- Comply with all applicable laws and regulations
- Promote ethical practices across our operations and supply chain
- Continuously improve our environmental and social performance

4. Corporate Governance and Ethics

CID Trading Limited is committed to maintaining high standards of corporate governance and ethical conduct.

We:

- Conduct business in a fair, honest, and transparent manner
- Comply with all applicable legislation and regulatory requirements
- Maintain policies covering anti-bribery, modern slavery, human rights, and whistleblowing
- Promote a culture of accountability and integrity throughout the organisation

5. Quality and Continuous Improvement

CID Trading Limited is committed to delivering high-quality products and services that meet customer expectations and regulatory requirements.

We:

- Operate a Quality Management System aligned with ISO 9001:2015
- Are actively working towards achieving UKAS-accredited ISO 9001 certification
- Continuously monitor performance and implement improvements
- Actively seek and respond to customer feedback

6. Environmental Responsibility and Sustainability

CID Trading Limited recognises its responsibility to minimise environmental impact and promote sustainable practices.

We:

- Comply with all relevant environmental legislation
- Reduce waste, energy consumption, and emissions where practicable
- Promote sustainable sourcing and efficient use of resources
- Are working towards achieving UKAS-accredited ISO 14001 Environmental Management certification
- Engage with suppliers and partners to improve environmental performance

7. Social Responsibility and Community Engagement

CID Trading Limited is committed to making a positive contribution to the communities in which it operates.

We:

- Support local and national charities
- Encourage employee participation in community initiatives
- Promote responsible business practices that benefit society

8. Employees and Workplace Standards

CID Trading Limited is committed to:

- Providing a safe, inclusive, and respectful working environment
- Promoting equality, diversity, and inclusion
- Supporting employee development and wellbeing
- Ensuring fair working conditions in line with employment legislation

9. Responsible Supply Chain

CID Trading Limited expects all suppliers and business partners to operate in accordance with our ethical standards.

We:

- Promote ethical sourcing and responsible procurement
- Conduct due diligence on suppliers where appropriate
- Expect compliance with our policies on human rights, modern slavery, and anti-corruption
- Seek to build long-term, fair, and transparent supplier relationships

10. Reporting and Transparency

CID Trading Limited is committed to transparency and accountability.

Concerns relating to misconduct or unethical behaviour should be reported in accordance with the Company's Whistleblowing Policy. All reports will be treated confidentially and without retaliation.

11. Monitoring and Continuous Improvement

We will monitor the effectiveness of this policy through internal reviews and management oversight, set objectives where appropriate, and update the policy to reflect changes in legislation and business operations.


12. Governance and Responsibility

The Board of Directors has overall responsibility for this policy. Day-to-day responsibility rests with senior management. All employees and relevant third parties are expected to adhere to this policy.

13. Review

This policy will be reviewed annually, or sooner where required.

THE SIGNATURE BELOW DEMONSTRATES THAT THIS DOCUMENT HAS BEEN AUTHORISED:

Company Name	CID Trading Ltd
Document Name	Corporate Social Responsibility Policy
Signed	
Print:	Ted Soulsby
Position	Managing Director
Date:	18/03/2026
Review Date:	18/03/2027