

Ion Water Limited seeks to be a good corporate citizen in all aspects of its operations and activities.

Ion believes in conducting business in a manner which achieves sustainable growth whilst demonstrating a high degree of social responsibility to this end we have brought together a series of operating principles under the broad heading of Corporate Social Responsibility (CSR) to serve as a guide to employees in all aspects of their work for the company.

The operating principles cover all areas of the company's operations and have been developed with reference to all relevant codes of corporate governance and best practice, Taken together, these principles form our CSR policy:-

1. Ethical Business Conduct:-

We will manage our business with pride and integrity and we will value the principles of accountability, honesty and integrity in all aspects of our business. Our policy is to conduct our business in a manner which ensures:

- fair treatment of all employees and clients
- transparency of our business policies and practices
- high standards in all matters relating to health, safety and the environment
- ethical business practices throughout our operations

2. Specific to Employees:-

We will provide a safe, fulfilling and rewarding career for all our employees and, in addition to the Group's internal operating principles, shall encourage all employees to adhere to all national laws and regulations.

3. Specific to the Company:-

We will benchmark and evaluate what we do in order to constantly improve our competitive edge in the Marketplace and we will aim to align our business values, purpose and strategy with the social and economic needs of our stakeholders

4. Fair Employment Practices:-

As an Equal Opportunities employer, ion will ensure all employees are responsible for complying with this policy and for ensuring that the standards of behavior required by the company are observed by:

- treating others on their merits and disassociating themselves from any form of direct or indirect discrimination, victimisation or harassment.
- bringing to the attention of their Departmental Manager any suspected working practise in breach of this policy. and.....
- working together to promote a harmonious working environment free from discrimination, harassment and bullying.

5. Workplace Health and Safety:-

Ion will provide each employee with a safe place to work and all company locations will be required to abide by local health and safety regulations and submit on a regular basis to health and safety testing for accreditation. Relevant information on occupational health and safety is provided in the Staff Handbook. Further information on health and safety topics can be discussed with the company's Health & Safety Representative.

6. The Environment:-

The company understands that its activities affect the environment and the communities in which we operate. We believe that we have a responsibility to identify and manage these impacts as effectively as possible. We are committed to continually improving our environmental performance and moving towards best practices in corporate sustainability by actively assessing and managing the environmental impacts of all our operations.

Signed :

A handwritten signature in black ink, appearing to be 'A. Khan', written in a cursive style.

Position: Managing Director

Date :

31.10.08

This policy will be reviewed annually