

## Corporate Social Responsibility Policy Statement

The Board of Directors of Whippendell Electrical Ltd. & Whippendell Marine Ltd. is aware of the Companies Social Responsibility and is committed to policies to ensure that the business meet its responsibilities to its stakeholders and wider community. This policy statement should be read in conjunction with the Companies Sustainable Development Policy Statement.

The specific Social Responsibility policy aims of the Companies are set out below, together with details of specific individual policies within each area :

### **Business Ethics**

The Companies will behave with honesty and integrity in all our activities and relationships with others.

*EP07 - Gifts and Corporate Hospitality Policy*

*EP08 – Anti Bribery & Corruption Policy*

### **Employees**

The Companies will abide by all relevant legislation, and aim to provide a working environment that encourages the best from all employees. To this end the Companies provide a range of employee benefits including :

- Company Pension Scheme
- Generous Holiday Entitlement
- Generous Sick Pay Scheme
- Life Assurance
- Medical Insurance

The Companies encourage and support employee social events, in order to foster a good working relationship between all employees.

The Companies have introduced policies to ensure that all employees are treated fairly and without discrimination, and are not subjected to harassment within the workplace :

*EP01 – Equality Policy*

*EP02 – Bullying and Harassment Policy*

*EP03 – Stress Policy*

The Companies also ensure that all employees can work in a safe environment and are fully aware of risks and hazards within the working environment. To this aim the Companies have a comprehensive Health and Safety Policy.

*Group Health and Safety Policy Statement*

*Group Health and Safety Manual*

*Specific Health and Safety Procedures*

### **Suppliers**

The Companies will carry out business honestly, ethically and with respect for the rights and interests of our suppliers. We will settle our bills promptly and we will cooperate with suppliers to improve quality and efficiency. We seek to develop relationships with supplier companies consistent with these basic principles.

The Companies will aim to purchase products that have reduced environmental impact during their life-cycle, from suppliers that demonstrate environmental and social responsibility and meet the requirements of sustainable procurement.

*Group Sustainable Procurement Policy*

### **Environment**

The Companies will reduce their environmental impact wherever reasonably practicable to do so. This will include the reduction of waste, energy usage and dangerous chemicals; and to consider the impacts of its purchasing policies, to help both the environment and the business

In order to further these policy aims, the Companies will introduce an Environmental Management System (EMS), with the specific aims of :

- a) To implement responsible energy management through reduced consumption and encouragement of energy efficiency throughout the premises.
- b) To continually improve our processes, procedures and purchasing practices to minimise our environmental impact.
- c) To meet and where possible exceed, the requirements of all-applicable environmental legislation and regulations.
- d) Implement a waste reduction programme to minimise unnecessary wastage, including the recycling of waste where practicable.
- e) To systematically eliminate the use of hazardous chemicals.
- f) To liaise on environmental issues, with members of staff and other stakeholders.
- g) To actively encourage staff to carry out environmental improvements.

*Group Environmental Policy Statement*


**Wider Community**

The Companies are conscious that they operate within a wider community, both locally and across the industries that we serve. The Companies contribute to the local community in a number of ways, including :

- Financial support for local organisations.
- Support in kind, including free use of storage facilities.
- Supporting employee involvement with local charities and organisation.

The Companies also support more national causes, including :

- Annual support for a national charity.
- Support for industry specific charity.
- Supporting customer initiatives within the industry we serve.



D.G.H. Swabey, Group Managing Director

For & On Behalf of Whippendell Electrical Ltd. & Whippendell Marine Ltd.

Dated : 30<sup>th</sup> August 2016