

CORPORATE SOCIAL RESPONSIBILITY POLICY

Introduction

E&S Heating & Ventilation Ltd is a socially and environmentally responsible business. Our activities have an impact on the environment, our people, the communities in which we operate and our clients. We ensure we minimise our impacts by approaching our aims responsibly, while remaining profitable and competitive. In order to achieve this, we conduct our activities to ethical, professional and legal standards.

In all aspects of our responsibilities we work very closely with our employees, clients, suppliers and sub-contractors.

This policy provides the basis for managing our corporate social responsibilities and forms the starting point for developing and implementing our policies and procedures in this area.

Our people:

We recognise the need to be able to attract, recruit and retain employees with the skills and experience needed for the continued growth and development of our business. The commitments to our people are represented within the following:

- Health, safety and wellbeing - health and safety is a key priority for our business. We are committed to maintaining and continually improving standards of occupational health and safety for all of our employees.
- Equality and diversity - we are committed to providing an inclusive working environment where all employees are treated with courtesy, dignity and respect and where everyone feels valued irrespective of gender, ethnicity, sexual orientation, disability or age.
- Learning and development - we are committed to ensuring training needs are determined in accordance with legislation and company policy. These needs are implemented, monitored and reviewed. Proper resources will be allocated to ensure adequate training is undertaken by employees at all administrative and operative levels.

Our customers:

We work closely with our clients to deliver quality projects on time, safely and with due regard to the environment. We believe that delivering high standards of service to our clients is an integral part of our business.

Ethical resourcing and resources:

We endeavour to specify, where possible, products and materials that generate the least environmental impact.

Where possible, we only deal with suppliers and sub-contractors who are able to demonstrate their commitment to the environment through their own codes of practice.

Our internal procedures require an ethical relationship with clients, suppliers and sub-contractors, by forbidding the exchange of payments or substantial favours between the two parties.

Our long-standing relationships with our suppliers and sub-contractors mean that a shared understanding has been developed to improve the efficiency of our operations and reduce environmental impact.

Environmental management:

We take all reasonable steps to manage our operations so as to minimise our environmental impact and promote good environmental practice. We acknowledge our responsibility to the natural environment and strive to minimise any negative impact from our operations.

Energy and resources:

Climate change is a key environmental challenge business can face and we are committed to regularly reviewing our business practices and performance to see how we can reduce our requirements of energy, transport and water usage. We also promote good practice in respect of recycling and waste minimisation.

We believe that by acting upon these commitments we are creating value for not only our customers, but our employees and the broader society.

Ama Co →

Director of Operations & Finance