

## Corporate Social Responsibility Policy

### Purpose of the Policy:

As the largest employee owned generator specialist in the UK, Power Electrics (Bristol) Limited (the Company) has a responsibility to act as a good corporate citizen. This Policy aims to demonstrate how we, as a Company take into account our economic, social, and environmental impacts and in the way in which we operate. We recognise that we must continually integrate our business values and operations to meet the highest possible expectations of our stakeholders and to act in accordance with the highest ethical standards. These include our employees, customers, investors, suppliers the environment and our community at large.

### Environmental Aims:

We recognise that our environmental responsibilities to all our stakeholders are integral to our business plan. We aim to demonstrate these responsibilities through continuous improvement and in the management of our environmental impact. These include, but are not limited to;

- Reducing our energy and water consumption through targeted continuous improvement programmes, whilst increasing our levels of re-cycling.
- Reducing our use of materials such as paper by encouraging double sided mono printing.
- Developing Environmental policies and objectives as part of our ongoing business planning cycle.
- Trialling new Biofuels for our generators to reduce ours, and our customers' harmful particulate emissions.
- Maintaining our ISO 14001:2015 certification across all our sites.

Protection of the environment in which we operate, is one of our core values and principles and is an important part of the way in which we do business. We will work with our stakeholders to promote environmental care, increase understanding of environmental issues, and disseminate good practice.

### Risk Management:

The Health and Safety of our employees, customers, investors, and suppliers is our number one concern. Safety underpins all our operations. Our central health and safety motto is "Pause and Think".

- We shall provide and endeavour to maintain a clean healthy and safe working environment, in line with our Health & Safety Policy and safe systems of work.
- We shall ensure that those who work or provide services on our behalf adopt the highest levels of health & safety compliance in line with the Company.
- We shall continue to support the development of our external stakeholders through the provision of training courses and provide our facilities for training and industry meetings.
- We shall ensure we maintain our ISO 45001:2018 Certification across all our sites.

We shall ensure all employees, customers, investors, and suppliers do not exceed a 48-hour average working week, including overtime in any seven-day period, without a prior written agreement.

**Quality Control:**

Our organisation utilises the 'Plan, Do, Check, Act' audit cycle, which is intended to first formulate an improvement plan, implement the plan, and evaluate the degree of achievement, and then reflect the evaluation of results for improvement. Our Quality approach is based on the following principles:

- To continuously meet the highest possible internal and external customer satisfaction in terms of quality, delivery time and pricing.
- To continuously provide the best possible value in compliance with all statutory regulatory requirements.
- To continuously meet the requirements for on-time delivery of error-free products and services.
- To continually maintain our continuous improvement approach on a daily basis.
- To continuously evaluate and certify our suppliers' quality to ensure the highest possible product quality for our customers.
- To continuously register and resolve all customer complaints in accordance with our high standards of service.

We shall continue to maintain our ISO 9001:2015 certification across all of our sites enabling continuous improvement of quality & prevention of quality-related problems.

**Ethical Issues:**

Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship and will operate in a way that safeguards against unfair and unethical business practices such as modern slavery and human trafficking.

- We shall vet and encourage, all our suppliers and contractors to adopt responsible business policies and practices including fair-trade and prohibited use of forced labour and child labour.
- We shall endeavour to be open and honest in communicating all our strategies, targets, performance, and governance to all our stakeholders in our continual commitment to sustainable development.
- We shall continually review our Modern Slavery and Human Trafficking Policy our Equal Opportunities Policy and our Equality & Diversity Policy for all present and potential future employees. We will offer all our employees clear and fair terms of employment and provide where necessary, the resources to enable their continual development.
- We shall maintain a clear and fair employee remuneration Policy and shall maintain forums for employee consultation and business involvement.
- We shall provide safeguards to ensure that all employees of whatever nationality, colour, race, or religious belief are treated with respect and without sexual, physical, or mental harassment.

We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue with local communities for mutual benefit and an open-door Policy to ensure we fulfil the requirements outlined within the Policy.

**Social and Community:**

The Company shall endeavour to be good corporate citizen, and to fulfil our responsibilities to the communities in which we operate.

- We shall support and encourage our employees to help the local community, its organisations, and activities in our region, particularly any employee chosen charities.
- We will endeavour to work with local schools, colleges, and universities to assist young persons in choosing their chosen careers through work placements.

The Chief Executive Officer is responsible for the implementation of this Policy and will ensure that the necessary resources are always made available to realise our corporate responsibilities.

Responsibility for the communication of this Policy rests with the Compliance Director. The performance of this Policy rests with all of our employees and all those who work on our behalf.

The Corporate Social Responsibility Policy will be reviewed on an annual basis from the date shown below.



**Mr A Pullin**  
Chief Executive Officer

**Date:** 15<sup>th</sup> November 2024



**Mr B Mann**  
Compliance Director

**Date:** 15<sup>th</sup> November 2024