

HR006001 CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT



1.0 Purpose

To state ESM Power Ltd's Corporate Social Responsibility Policy for 2021 to 2022.

2.0 Corporate Social Responsibility Statement

Company Overview

ESM Power Ltd was established in 2002 and has a clear vision to assist customers in the safe, secure and economical management of High Voltage electrical systems. Since conception, the company has continued to expand as both an employer and provider of services across the United Kingdom.

The company has a number of core values as guiding principles for high standards of work and these are regularly reviewed both internally and via independent bodies. The company has offices in the North of England, trading and employing in these local communities offering rewarding careers and development opportunities. Where employees are sourced from across the United Kingdom, the business supports both flexible and home working opportunities for defined roles.

Our Employees

We see our employees as our greatest asset, who are trained and skilled to provide a multitude of services to our clients, customers and suppliers. We provide an induction programme which provides the foundation for all our training, this is followed by on the job specific training. Core training for employees is forecasted using a matrix system ensuring that employees are provided with the necessary skills, knowledge, experience and empowerment to provide our services to high standards.

We endeavour to provide our management teams with appropriate development opportunities for their roles, for example, specific site management training by recognised industry training bodies. Wherever other external training is sourced, contact with local businesses is the primary point of contact to establish if our requirements can be fulfilled, such as obtaining the SPA/CCNSG Passport Schemes and apprenticeship support.

We demonstrate our commitment as a career focused employer, as we support our employees on Higher Education release schemes at Local Colleges and Universities, we've previously hosted apprenticeship schemes and more recently, employed an apprentice for an engineering role.

We are also committed to ensuring the health and wellbeing of our employees at work, and every effort will be made to monitor the impact of our activities on our workforce through appropriate health surveillance identified during risk assessment.

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We want our employees to engage with us throughout our activities, therefore we hold interactive sessions with our employees annually and have communication programmes; all of which is assisting our plan to continually improve the Business Culture, which is a key area of focus for the Senior Management Team.

Customers

ESM Power Ltd values all customers regardless of financial reward and returning business. We are committed to developing transparent and long-term relationships across local, national and overseas boundaries.

We continually develop our procedures to exceed customer expectations, offering the opportunity for feedback from our clients in order that we can continually improve our standards. The company has a robust customer complaints procedure, which supports quick resolution should the need arise.

Suppliers

ESM Power Ltd are committed to continually developing and reviewing our relationships with our suppliers. We use a preferred supplier process that standardises key expectations that we as a company with “due diligence” expects to see in place with those that engage with us through our daily business and delivery of our high standard service.

ESM Power Ltd appreciates the financial constraints that may be placed on small businesses and is committed to achieving payments within agreed supplier terms and conditions.

Ethics

ESM Power Ltd is committed to maintaining its reputation as an open and honest business, that provides a safe, secure and economical service to its clients, customers and suppliers.

All Directors, Managers and Employees within the business comply to the handbooks and procedures which detail the moral behaviour, conduct, equality and disciplinary procedures expected to maintain our core values.

Modern Day Slavery and Human Trafficking Policy

A copy of our modern-day slavery and human trafficking policy is detailed on ESM Power Ltd’s webpage.

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Health and Safety

ESM Power Ltd uses core values as guiding principles, ensuring that high standards are continually met. We regard Health and Safety as our highest priority set against the other key values of the business.

We are committed to maintaining and continually developing a safety culture amongst our workforce and influencing others that we work with to reach our high standards.

We operate and comply to an Occupational Health and Safety Management System in accordance to BS EN ISO 45001:2018. Our Health and Safety policy statement is detailed on ESM Power Ltd's webpage.

Environment and Quality

ESM Power Ltd is a committed business that is aware of its environmental responsibilities both on its static sites and work activities. We operate and comply with both Environmental and Quality Management Systems in accordance with BS EN ISO 14001:2015 and BS EN ISO 9001: 2015. Both our Environmental and Quality Policies are detailed on ESM Power Ltd's webpage.

Sustainability

ESM Power Ltd are committed to becoming a more sustainable business and is aware that our operations if managed incorrectly, may have an impact on the environment.

We look for new opportunities to reduce the energy consumption in our business, operating biomass heating and Photovoltaic panels (which convert solar energy into direct current electricity). We are taking further practical steps to reduce our carbon footprint and demand on natural resources, by enabling more employees to work from home and encouraging company vehicles to be selected from either full electric or hybrid options.

Furthermore, we have installed charging points at our depot for employees to charge hybrid or electric leased vehicles and have a plan for reducing further energy usage on site by replacing high energy consumption lighting in our workshop areas on a fault/replacement basis.

Communications

ESM Power Ltd has an organisational structure that reflects the current changes and expansion of the business. This clear structure promotes positive communication which is supported through management meetings at board and operational level, and individual and team meetings across all business functions. We are committed to updating our latest webpage, which provides an overview of our core business functions, core company visions and outputs from our service provision.

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Community

In addition to the economic support we bring to the local community, for many years we've endeavoured to support local clubs, providing sponsorship and financial stability serving a wide range of age groups, sex and abilities, which as a company we have found personally rewarding. More recently, we've also selected a local charity partner, and we will be looking at fundraising opportunities to support them.

Review

This Policy Statement will be reviewed annually.

Signed: *R Bamford*

Roger Bamford, Managing Director, 19 May 2021

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