

## Corporate Social Responsibility

### Introduction:

Schueco UK Ltd recognises that its activities and services have an impact on the wider social, environmental and economic wellbeing of the communities in which it operates. By addressing these impacts, we can also improve the quality and performance of our core organisational processes and responsibilities.

Our CSR policy focuses on three core commitments;

- We believe that for our employees the Company should be a positive, inclusive and safe place to work.
- We want to be engaged with our communities, using our time and resources to improve other people's lives.
- We recognise that we can proactively monitor and aim to reduce the impact our business activities have on the environment.

These core commitments are guided by the following principles;

- **Shared Responsibility** – CSR involves everyone in our organisation, which means we all share the responsibilities of ownership as well as its rewards.
- **Openness and Accountability** – We will communicate our CSR objectives openly and honestly to our employees, partners and other stakeholders. We will also seek their views and encourage them to communicate with us.
- **Continuous Improvement** – We are committed to measuring and improving our CSR performance and will set targets for improvement.
- **Demonstrate Compliance** – As a minimum, we will meet or exceed all relevant legislation. Where no legislation exists, we will seek to develop and implement our own 'best practice' standards.

### Our Employees:

- **Investors in People – Champion:** We are committed to sustaining our IiP accreditation and will actively participate in supporting other businesses on their IiP journeys.
- **Equal Opportunities and Diversity:** We are committed to ensuring equality of opportunity for all and promoting diversity within our business.
- **Training and Development:** The ongoing and evolutionary development of our workforce is vital to the ongoing success of our operation.
- **Motivation:** While we take our work seriously, we want the Company to be an enjoyable place to work and firmly believe that this is a key contributor to keeping our people motivated and engaged.
- **Health and Safety:** We operate a comprehensive Health and Safety policy and work to ensure a safe environment for our employees and visitors.

### Our Community:

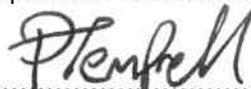
- **Charitable Giving:** Each year we nominate and support a chosen charity through the proceeds of events set up and managed by our workforce.
- **Social Functions:** Our Social Committee encourage wider community involvement through events such as Family Fun Days.
- **Working with Education:** We will aim to work alongside local Colleges when devising and implementing apprenticeship and graduate schemes. We also support work placements both nationally and internationally.

### Environment:

- **Compliance with Legislation:** As part of our policy we ensure we comply with all relevant legislation and are particularly conscious of the disposal of potentially harmful waste. We endeavour to select our suppliers based on their ability to provide a green and ethical supply chain.
- **Recycling:** We have a number of receptacles positioned throughout our offices to remind and encourage individuals to recycle paper, cans, glass and plastics.
- **Energy Use:** All lighting and electronic equipment is switched off when not in use.



.....  
Len Kirk  
Compliance Officer  
07.01.2020



.....  
Peter Temprell  
Managing Director  
07.01.2020