



Last revised 02.06.2019

## Corporate Social Responsibility policy

### Definition:

Corporate Social Responsibility (CSR) defines corporate self-regulation with regard to not just what is required legally but also in the spirit of the law along with ethical behaviour in all corporate activities and territories.

### Summary:

The purpose of this policy is to set out our approach to CSR. The policy also includes our policies on sustainability and the environment. Policies such as employment, anti-bribery, equal opportunities, health and safety and diversity all form part of corporate social responsibility but are found in other ESG policies (please request those if they are not in your possession).

### Who this policy covers:

This policy applies directly to all individuals working at all levels within ESG as employees or agents and any subsidiaries and their employees and agents, wherever located. The policy is provided to other associates of ESG, including our suppliers, who will be required to comply with those provisions of the policy which apply to them by the inclusion of relevant provisions in all contractual arrangements with ESG.

In this policy, "third party" means any individual or organisation that is come into contact with.

### ESG CSR values:

- Recognition of the value of our employees as well as the organisation as a whole
- Continuous improvement of our service to our customers and open reporting
- Creating a positive effect on our communities
- Eliminating any negative footprint on the environment

### Employees:

ESG is committed to the fair and secure treatment of its staff and the families and communities extending beyond its staff. We recognise that ESG will only continue to be successful with contented and inspired employees. We have policies to recruit wherever possible from within, to train employees, to provide fair and increasing salaries and benefits. ESG pays for and encourages its employees to have Saturday 'off site days' and has weekly activities to engender a sense of community. Further details can



be found in the ESG Employment policy. ESG enforces and educates its employees in Health & Safety regulations and responsibilities and further details can be found in the ESG Health & Safety policy.

### **Community:**

ESG recognises a responsibility to the community extending from its employees and is open minded in that regard. We source our products and services locally wherever possible and re-use our equipment back into the community. ESG is careful to ensure no negative footprint is left in the surrounding community and positively encourages employees to consider how we might engender positive change in the community.

### **Environment:**

ESG is committed to reducing the negative footprint of corporate activity on the environment. This includes recycling of material and equipment and the education of employees in their individual responsibilities. Further details can be found in the ESG Environment policy.

### **Policy responsibility and monitoring:**

Direct responsibility for this policy and its monitoring and reporting lie with Imad Khanzada, ESG Operations Manager ([imadk@esolutionsgroup.co.uk](mailto:imadk@esolutionsgroup.co.uk)). All enquiries, comments and suggestions to be made to Imad Khanzada. All individuals are responsible for conforming to the policy and for its success.

This policy does not form part of any employee's contract of employment and it may be amended at any time.