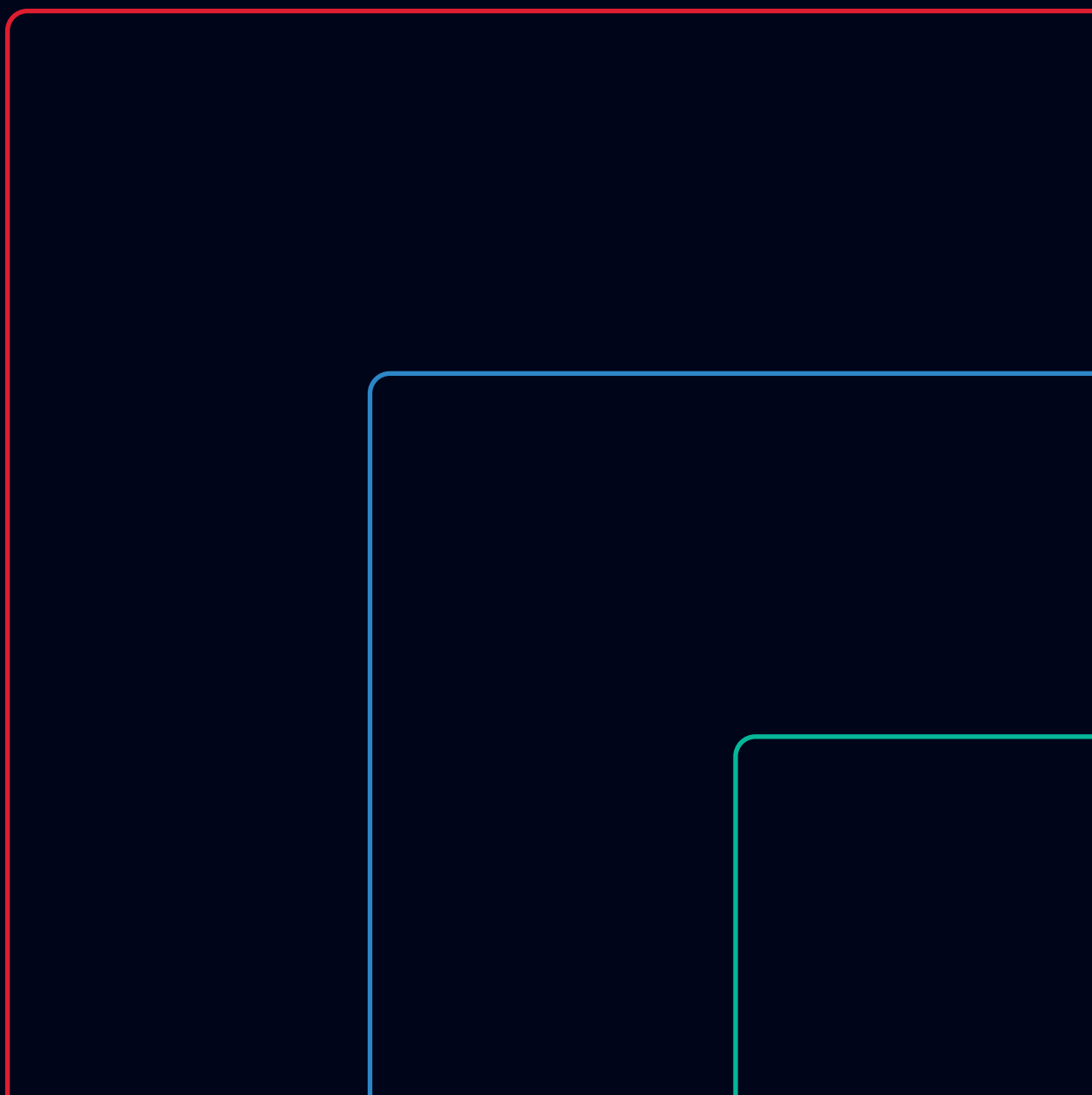


Corporate Social Responsibility



CSR

UES recognises the profound impact that businesses have on society and the environment. We are committed to conducting our operations with integrity, ethics, and a deep sense of responsibility. Our Corporate Social Responsibility (CSR) policy encompasses our dedication to positively contributing to the world in which we operate.

This policy serves as a guiding framework that outlines our commitment to social, environmental, and ethical considerations in all aspects of our business. It reflects our belief that sustainable and responsible business practices not only benefit our company but also our stakeholders, communities, and the planet.

We acknowledge the evolving nature of sustainability challenges and opportunities. We are committed to adapting and innovating our strategies to address them effectively, with a long-term perspective.

Through this CSR policy, we invite all members of UES to promote a culture of responsibility, transparency, and continuous improvement. Together, we aim to make a meaningful difference and create a better future for everyone.

Mission and Values

Our mission extends beyond building more innovative buildings. We are guided by values shaping our business approach and driving our commitment to CSR.

Our Mission: Engineering smarter mechanical and electrical systems for a more sustainable future.

Our Values:

We're big on family. We're proudly and positively family-run, through and through. The belief in the importance of family guides us in our CSR initiatives.

We go above and beyond. It's always more than a job. We strive to make buildings and environments better for everyone.

We're progressive by nature. We're forward-thinking and future-ready, and this extends to our CSR initiatives. Our commitment to progress drives us to adapt, evolve, and lead the way in creating a better future for all.

These values underpin our CSR efforts and are a compass in all our decision-making processes. As we continue to grow and evolve as an organisation, we remain firm in our dedication to these values and our mission.

Integrating CSR into our daily operations can make a meaningful difference in the world while achieving our business goals.

Stakeholder Commitment

We recognise that our success connects with the well-being and satisfaction of our stakeholders. We're committed to encouraging strong and mutually beneficial relationships with the individuals and groups impacted by our business operations. Our commitment to stakeholders is a core principle that guides our actions and decisions.

Our stakeholders include but are not limited to:

- Employees
- Clients
- Communities
- Shareholders
- Suppliers
- Regulatory Authorities

Our commitment to stakeholders is reflected in the following principles:

Open Communication: We seek input and feedback from our stakeholders and maintain transparent and honest communication channels.

Respect and Fairness: We treat all stakeholders with respect, fairness, and equity, valuing diversity and inclusion.

Responsibility: We acknowledge our obligation to address the needs and concerns of our stakeholders and strive to exceed their expectations.

Community Engagement: We engage with the communities we operate, contributing positively to their well-being and development.

Ethical Practices: We maintain the highest ethical standards in all our stakeholder interactions, ensuring honesty and integrity.

Continuous Improvement: We continually assess and enhance our practices to better serve the interests of our stakeholders.

By honouring our stakeholder commitment, we aim to build enduring relationships, create shared value, and contribute to the prosperity and well-being of our extended corporate family.

As we continue to grow and evolve, our stakeholder commitment remains resolute. We are dedicated to positively impacting the lives of our stakeholders and the communities we serve.

Ethical Business Practices

We hold ourselves to the highest ethical standards in all operations. Ethical business practices are at the core of our corporate culture, and we are committed to conducting business with integrity, honesty, and transparency. Our commitment to ethical conduct guides our interactions with stakeholders, shapes our decision-making processes, and defines our corporate social responsibility (CSR) approach.

Integrity: We adhere to the principles of honesty and fairness in all our dealings, maintaining the highest levels of integrity in our stakeholder relationships.

Compliance: We comply with all applicable laws, regulations, and industry standards, ensuring our operations are conducted lawfully and responsibly.

Anti-Corruption: We have a zero-tolerance policy for corruption, bribery, and unethical practices, both within our organisation and in our interactions with external parties.

Confidentiality: We respect the confidentiality of sensitive information trusted by stakeholders, including employees, clients, and partners.

Fair Competition: We believe in honest and healthy competition and avoid practices that may harm competition or unfairly disadvantage others.

Supplier Relations: We expect our suppliers to adhere to similar ethical principles and conduct business operations ethically and responsibly.

Whistle-blower Protection: We provide mechanisms for employees and stakeholders to report unethical behaviour or concerns without fear of retaliation, ensuring a culture of accountability.

Social Responsibility: We actively engage in corporate social responsibility (CSR) initiatives that benefit society, the environment, and the communities in which we operate.

By upholding these principles, we strengthen our reputation as a responsible and trustworthy company and contribute positively to the broader industry and society.

Environmental Sustainability

UES recognises our responsibility to protect the environment and minimise our carbon footprint. Environmental sustainability is fundamental to our commitment to corporate social responsibility (CSR). We adopt sustainable practices that promote a healthier planet for current and future generations.

Reducing Carbon Footprint: We actively seek to reduce our carbon footprint, including installing renewable solutions such as an air source heat pump hybrid system and a new solar PV system on the office roof. We are also looking to add another electric vehicle to our expanding fleet.

Resource Conservation: We hold annual environmental reviews to ensure our water usage, electricity, gas, and waste are as low as possible.

Supply Chain Responsibility: We collaborate with our top suppliers, ensuring they adhere to effective environmental policies. Our suppliers must promote responsible and sustainable practices in their operations.

Community Engagement: We actively engage with local communities to drive sustainability efforts. An example is our continued partnership with Gloucestershire Cricket Foundation, helping underfunded sports clubs access the relevant funding for renewables to future-proof their buildings.

Continuous Improvement: We continuously assess and improve our environmental sustainability initiatives, seeking innovative solutions to reduce our environmental impact.

We understand that a healthy environment is essential for our communities' well-being and our business's long-term success.

Social Responsibility

Social responsibility means recognising our duty to positively impact the communities in which we operate and contribute to the well-being of society at large. Social responsibility is a cornerstone of our corporate social responsibility (CSR) commitment.

A key pillar of our CSR journey has been our continued partnership with Community of Purpose. This community interest company helps feed and support underprivileged young people locally.

Over the last three years, we have raised over £18,000 for Community of Purpose, which has allocated the money towards their Break Free programme. Break Free aims to alleviate holiday hunger by providing groups of children with free meals and taking them on trips to attractions that they wouldn't otherwise have the chance to enjoy. We have raised this money through various means, including an annual cricket tournament and family fun day, inviting our clients and suppliers to get involved and raise money for a fantastic cause.

As well as philanthropic efforts, UES employees are also encouraged and supported in their efforts to volunteer in Community of Purpose initiatives.

Diversity & Inclusion: We promote a diverse and inclusive workplace and ensure that our business practices reflect these principles. All our job postings include diversity and inclusion statements, and a more diverse team creates a healthier, dynamic workforce.

Human Rights: We uphold our organisation's highest human rights standards and interact with external parties.

By integrating social responsibility into our business strategy, we aim to contribute positively to society and inspire others to do the same.

Supply Chain Responsibility

UES ensures responsible and ethical practices throughout our supply chain, from sourcing to delivery. Supply chain responsibility is a crucial aspect of our CSR commitment and one we seek to improve continually.

Our commitment to supply chain responsibility encompasses the following principles:

Ethical Sourcing: We seek suppliers and partners who share our commitment to ethical practices, including fair labour, environmental sustainability, and transparency.

Supplier Diversity: We value diversity and inclusivity and strive to engage with a diverse supplier base, promoting opportunities for under-represented groups.

Fair Labour Practices: We expect our suppliers to uphold fair labour practices, including safe working conditions, fair wages, and respect for workers' rights.

Environmental Protection: We collaborate with suppliers who commit to reducing their environmental impact and minimising their carbon footprint.

Transparency: We maintain transparency in our supply chain by disclosing relevant information and requiring our suppliers to do the same.

Compliance: We ensure our supply chain adheres to all applicable laws and regulations, including labour, ethics, and environmental standards.

By holding ourselves and our suppliers to high standards of responsibility, we aim to create a positive impact that resonates throughout the supply chain and benefits society.

Transparency and Reporting

Transparency is essential to building trust and accountability with our stakeholders. We are committed to maintaining an open, honest dialogue about corporate social responsibility (CSR) efforts, progress, and challenges.

Regular Reporting: We provide regular reports on our CSR initiatives, progress, and key performance indicators (KPIs) to inform stakeholders of our efforts and results.

Materiality Assessment: We conduct materiality assessments to identify and prioritise the most significant CSR issues and disclose how we address them.

Stakeholder Engagement: We actively engage with stakeholders, seeking their input and feedback to ensure our reporting reflects their concerns and interests.

Accessible Information: We make our CSR reports and related information easily accessible to all stakeholders through our website and other communication channels.

Transparency in Challenges: We openly acknowledge and address any challenges or setbacks in our CSR journey, demonstrating our commitment to continuous improvement.

Our commitment to transparency and reporting remains determined as we continue to grow and evolve. We are dedicated to sharing our CSR journey openly and honestly, holding ourselves accountable, and working collaboratively with all stakeholders to drive positive change.

Compliance with Laws and Regulations

We hold ourselves to the highest standards of legal and regulatory compliance. Our commitment to compliance is rooted in our corporate values and integral to our commitment. Compliance is a fundamental aspect of our responsibility to our stakeholders and society.

Legal Adherence: We adhere to relevant laws, regulations, and industry standards that govern our operations. We strive for full compliance in every aspect of our work.

Ethical Conduct: Beyond compliance, we embrace ethical conduct in all our dealings. We maintain a culture of honesty, transparency, and integrity in all our dealings.

Regulatory Awareness: We stay proactive in monitoring changes in laws and regulations that impact our industry. In such a time of change, our dedicated compliance team ensures we're current with evolving legal requirements.

Employee Training: We invest in ongoing training and development for our employees to ensure they have the knowledge and resources to meet legal and ethical obligations. Advanced employee sustainability training has been prominent recently as the company strives for B-Corp Accreditation.

Accountability: We take responsibility for any deviations from legal or ethical standards. In cases of non-compliance, we conduct thorough investigations, implement corrective measures, and learn from our experiences to prevent recurrence.

Transparency: We maintain transparency with our stakeholders by sharing information about our compliance efforts, progress, and challenges in our communications and reporting.

By upholding ethical standards, we aim to build trust with our stakeholders and positively contribute to our communities.

Monitoring and Evaluation

To ensure the effectiveness of our CSR efforts and measure our progress, we have established a system for monitoring and evaluation. This commitment to monitoring and evaluation allows us to track our performance, learn from our experiences, and make data-driven decisions to enhance our impact.

Key Performance Indicators (KPIs)

We have identified a set of KPIs that align with our CSR goals and values. These KPIs serve as measurable targets to assess our performance and progress. Some of our KPIs include:

- Install a new solar PV system in the office by September 2024.
- Cut our office carbon footprint in 2024 by 20%, measuring the impact of our hybrid air source heat pump.
- Raise another £4000 for Community of Purpose by the end of 2024.
- Achieve B-Corp Accreditation by September 2024.

Data Collection: We collect data regularly to track our performance against established KPIs. This data includes quantitative and qualitative information, providing a comprehensive view of our CSR initiatives.

Regular Reporting: We provide periodic reports highlighting our achievements, challenges, and areas for improvement. These reports are shared with our stakeholders to maintain transparency and accountability.

Benchmarking: We benchmark our performance against industry standards and best practices to identify opportunities for enhancement and innovation.

Feedback Mechanisms: We actively seek feedback from stakeholders, including employees, customers, communities, and partners, to inform our evaluation process and ensure our CSR initiatives align with their needs and expectations.

Monitoring and evaluation is integral to our CSR journey. It allows us to demonstrate the impact of our initiatives, celebrate our successes, and address challenges with agility and effectiveness.

Conclusion

At UES, our commitment to CSR is fundamental to who we are. We firmly believe that responsible business practices, ethical conduct, and sustainability are vital to our success and essential for creating a better world for all.

Throughout this policy, we have outlined our values, principles, and specific commitments across various CSR areas, including environmental sustainability, social responsibility, ethical business practices, and supply chain responsibility. We have emphasised our dedication to transparency, compliance, monitoring, and continuous improvement.

Our CSR journey is a continuous path of growth and responsibility. We recognise that the world constantly changes, and our challenges are ever-evolving. As such, our commitment to CSR will remain adaptive and forward-looking. We will proactively seek innovative solutions and explore new opportunities to contribute positively to society and the environment.

As we move forward, we reaffirm our pledge to be a responsible corporate citizen, to uphold the highest standards of ethics and compliance, and to nurture a culture of sustainability, responsibility, and accountability throughout our organisation.

Date: 21.09.2023

Print Name: Adam Griffiths

Signed:

A handwritten signature in black ink, appearing to read 'Adam Griffiths', written in a cursive style.

Position: Managing Director

Unitary Engineering Services Ltd