

## Corporate Social Responsibility Policy

Enspec Power Ltd is committed to balancing the company's economic sustainability alongside its social and environmental responsibilities. Our respect for people encompasses treatment of all stakeholders including employees, customers, our interaction with the communities in which we operate, and our management of the relationships within our supply chain.

Equally fundamental is the care we take as a business to nurture and protect the natural environment. This means not just managing the environmental impact of our business activities but also the steps we take as an ethical business to minimise the effect of our day-to-day activities such as the management of waste. Our established systems manage our activities and continually assess the consequences of our actions. Our integrated management system is certified to ISO 9001, ISO 14001, and OHSAS 18001.

Enspec's CSR Policy is reviewed annually. Objectives and key performance indicators will be set at appropriate levels for the areas that fall within the policy.

### Health and Safety

The management of health and safety is considered to be a top level commitment fundamental to the company's operation. Our policy arrangements are supported by a management system certified to OHSAS 18001 and aims to protect all employees and anybody else that may be affected by our activities.

Performance against specific health and safety objectives and targets is reported annually and includes statistical data on incidents and other key performance indicator criteria. It is the company's aim to maintain these statistics well below the National industry average.

### Training and Development

The success of our business is directly related to the continual investment we make in the development of our people. Ongoing success can only be achieved through a commitment to attract, develop and retain the best. We aim to do this through our supportive environment that allows everyone to reach their full potential.

To ensure we are all fully prepared to carry out our duties we actively encourage learning and training. All employees have personal annual appraisals covering performance, aspirations, opportunities and training needs.

Enspec is fully certified to the Investor in People National Standard and is committed to continuing improvement in accordance with the standard guidelines.

Enspec is an accredited Living Wage Employer. We play an active role in the North East Living Wage Leadership Group and were winners of the 2014 North East Living Wage Champions Award.

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## Communities

Enspec considers its role in local communities to be an integral part of the business and we are proud of the communities we both live and work in.

We actively seek to:

- Employ local people and utilise local subcontractors and suppliers
- Become involved with local business and professional forums
- Support local charities and events
- Build relationships with local schools and educational establishments

Our offices provide financial support to selected local causes and we encourage employees to become actively involved in fundraising for charities chosen on a local or personal level. Our employees are also often involved with local community projects and fundraising.

## Supply Chain

In managing our supply chain we actively seek to build enduring relationships, adopt a non-adversarial approach and create open and collaborative forms of working that deliver value for our clients and long term opportunities for our business. It is always our intention to trade reasonably and in full co-operation with our subcontractors and suppliers.

Our aim is to identify competent and like-minded organisations capable of fulfilling our expectations, particularly with regard to health, safety and environmental considerations, and the commitments we make to our clients and other stakeholders.

When we have the opportunity to influence the design of a project, we encourage the early involvement of our supply chain partners in developing economical and sustainable design solutions.

## Environment

We fully recognise our responsibility to manage the impact of our activities on the environment and are committed to good environmental practice. Our Environmental Management System is certified to ISO 14001 and we are a Carbon Action accredited business.

Waste management is of the utmost importance. To divert waste away from landfill we operate a reduce, reuse, recycle hierarchy, starting with careful selection, ordering and use of materials. We are committed to the development of our environmental key performance indicators and the fulfilment of our waste minimisation strategy.

We have achieved the Carbon Action Standard and take steps to monitor and reduce our carbon footprint wherever possible, including:

- Electricity and gas usage in offices
- On site fuel usage
- Use and methods of transport

*David Jones | Director | Enspec Power Ltd*