



Demir Electrical Services® Ltd.
Better Solutions

Corporate Social Responsibility (CSR) Policy

- **DEFINITION**

Corporate social responsibility (CSR) is a concept whereby an organisation recognises that its business operations and processes may have an impact on social, economic and environmental issues outside of the workplace. It also represents a commitment to ensuring and maintaining socially responsible behaviour in an organisation.

- **PURPOSE**

We seek to sustain a business that is successful and respected in its ethical standing by our stakeholders. These include customers, clients, investors, regulators, suppliers and the community. We embrace the role our business plays on a day-to-day basis in contributing to a better society.

- **STATEMENT from DEMIR ELECTRICAL SERVICES LIMITED**

We are committed to providing our clients with an unrivalled level of service, expertise and support across all our projects and business operations.

We will work in a committed and diligent manner placing safety, consistency and the environment as our key priorities.

We will support, train and encourage our employees and supply chain to ensure we have a positive impact on the lives of the people we work with.

We will keep the wider community engaged in our operations whilst ensuring their safety and trust is maintained.

- **POLICY**

We are aware that the running of our business will, in many ways, affect our place of work, the community and the wider environment in which we operate. We believe that the way we run our business can and should make a positive difference in these areas and we aim to ensure that continued efforts are made to achieve that.

Our corporate social responsibilities are identifiable in the following areas:

- **SAFETY**

The safety of our clients, staff, contractors and the public are our priority. The following points emphasise our commitment to:

Aim to have no RIDDOR incidents

Have trained Physical and Mental First Aid trained staff on all our projects

Educate trade and process contractors on current safety activities

Initiate conversations relating to safe practices and production of Site Safety Observation Records on site

Exceed the expectations of our clients and the industry in regard to safety performance

- **ENVIRONMENT**

Regarding the DEMIR ELECTRICAL SERVICES LIMITED's impact upon the environment, we are committed, amongst other initiatives, to:

Reduce our carbon footprint
Carry out efficient printing and photocopying
Reduce the amount of waste produced by the business
Ensure that water/electricity is used responsibly by our staff
Recycle materials as extensively as possible
Use technology to lessen the need for travel
Use public transport wherever possible when travelling is unavoidable (as per Covid guidelines)
Promote virtual meetings whenever possible

- **CHARITABLE/COMMUNITY WORK**

Our organisation is keen to support and become involved in community initiatives and charitable work. We do this in the form of sponsorship, donations to national and local charities which may be suggested by our staff, and the funding of community projects. Every suggestion is given due consideration.

- **EDUCATION**

We recognise the importance of education in our community and supporting individuals during this process is key to advancement. We actively encourage our employees to take up training courses, often funded by ourselves, and we offer several work experience placements in partnership with local schools and colleges.

- **OUR EMPLOYEES**

Involvement: We keep our staff fully informed of our policies and procedures and we encourage them to share their ideas with us on both internal processes affecting them, and the way our service is provided to customers/clients. We maintain an open and honest approach to all our communications.

- **EQUAL OPPORTUNITIES**

We are committed to providing an environment of equal opportunities for all members of our workforce. No account of any of the protected characteristics set out in the Equality Act 2010 shall be taken to a detrimental effect in any decision involving recruitment, promotion, provision of facilities etc.

- **BUSINESS PARTNERSHIPS**

We will strive to engage with local suppliers and businesses where possible to meet the business' operational needs, to support businesses within our area and decrease our carbon footprint.

In respect of our entire CSR initiative, we expect no lesser standards from our suppliers and business partners.

- **ONGOING COMMITMENT**

We are fully committed to the principle of CSR and aim to ensure that no relevant policy decisions are made within the business, without first evaluating the potential CSR impact.