

The information contained in this document is intended for the employees of Renovotec Group.

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**Scope**

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 and environmentally responsible behaviour in an organisation.

The Renovotec Group seeks to sustain a business that is successful and respected in its ethical standing by our board of directors and stakeholders. These include employees, customers, investors, suppliers and the community. We embrace the role our business plays on a day-to-day basis in contributing to a better society and environment.

**Policy Overview**

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

We will work in a committed and thorough manner, keeping 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.

All our Group companies are aware that the running of our business will, in many ways, affect our places of work, the communities and the wider environments 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 customers, staff, contractors and the public are our priority. We are committed to:

- Providing and maintaining a safe and healthy working environment as far as is reasonably practicable;
- Providing leadership and adequate control of identified health and safety risks;
- Consulting with our employees on matters affecting their health and safety;
- Ensuring that all workers are competent to do their work, and giving them appropriate training;
- Preventing accidents and cases of work-related ill health;
- Actively managing and supervising health and safety at work; and
- Aiming for continuous improvement in our health and safety performance and management.

Our Health & Safety Policy provides more information.

### **Environment**

Regarding Renovotec's impact upon the environment, we are committed to:

- Reducing our carbon footprint to a position of carbon neutrality by 2027.
- Carrying out efficient printing and photocopying.
- Reducing the amount of waste produced by the business.
- Ensuring that water/electricity is used responsibly by our staff.
- Recycling materials as extensively as possible.
- Using technology to lessen the need for travel.
- Using public transport wherever possible when travelling is unavoidable.
- Promoting virtual meetings whenever possible.

Further detail is provided in our Carbon Reduction and Environmental policies.

### **Charity & Community Support**

Renovotec is keen to support and become involved in community initiatives and charitable work. This may take 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 company funded training courses to further develop in their roles and expertise.

As part of our early career's strategy, we aim to support young people entering careers into the technology industry and are committed to working with local schools and colleges to create vacancies within our industry.

### **Our Workforce**

We keep our employees 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**

Renovotec is 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 UK Equality Act 2010 or equivalent shall be taken to a detrimental effect in any decision involving recruitment, promotion, provision of facilities etc. See our Equal Opportunities policy for more information.

**Business Partnerships**

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

In respect of our entire CSR initiative, we expect no lower standards from our suppliers and business partners, and we work in partnership with them to ensure that our CSR standards are upheld as far as possible across the supply chain.

**Ongoing Commitment**

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