



PD105 ERG Group Corporate Social Responsibility Policy

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The ERG Group, consisting of ERG (Air Pollution Control) Ltd, ERG APC Maintenance Ltd and ERG (Plastic Fabrication) Ltd, has a Corporate Social Responsibility (CSR) Policy which is designed to ensure the highest levels of integrity and good practice are employed within the organisation. ERG Group recognises that we must integrate our business values and operations to meet the expectations of our stakeholders. These include customers, employees, investors, suppliers, the community and the environment.

Our Group commitment is that:

- We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We acknowledge these responsibilities through our actions and within our corporate policies.
- The Group takes seriously all feedback from our stakeholders and, where possible, opens dialogue to fulfil the requirements of this policy.
- We shall be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.
- We shall ensure a high level of business performance while minimising and managing risk to ensure that we uphold the values of honesty, partnership and fairness in our relationships with all our stakeholders.
- We shall conduct our business in full compliance with all legal and regulatory requirements.
- Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship and will operate in ways that safeguard against unfair business practices.
- We shall encourage suppliers and contractors to adopt responsible business policies and practices.
- We shall encourage dialogue with local communities for mutual benefit.
- We shall support and encourage our employees to help local community organisations and activities in our region, particularly our employee chosen charities.
- We shall operate an equal opportunities policy for all present and future employees and offer our employees clear and fair terms of employment and provide resources their continual development.
- We shall maintain a clear and fair employee remuneration policy and shall maintain forums for employee consultation and business involvement.
- We shall provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment.
- We shall provide a clean, healthy and safe working environment in line with our Health and Safety policy and safe systems of work.
- We shall develop environmental policies and objectives as part of the business planning cycle.

The Group Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance rests with all employees throughout the company.

Signed:

Date: 04 / 01 / 2017

James Scott-Bowden
ERG Group Managing Director