

## Elkay-energy saving switches and controls Corporate Social Responsibility (CSR)

The Elkay and Brook Design Hardware Ltd Corporate Social Responsibility refers to the way in which our business regulates itself in order to ensure that all of our activities positively affect society as a whole. Corporate Social Responsibility policies aim to guarantee that our company works ethically, considering human rights as well as the social, economic and environmental impacts of what we do as a business. Our business should meet, and aim to exceed, any relevant legislation, and if legislation does not exist in a particular area, the company should ensure they carry out best practices anyway.

Elkay are committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

### Who we are and what we do

Elkay is an energy saving switches and controls company that specialises in providing a plastic free packaged product that when installed helps to reduce energy costs of electrical loads and appliances. We also offer connection products such as DIN rail terminal blocks and Solar connectors for the Renewables market.

We aim to

- Provide valued energy saving controls, renewables and connectivity products for the electrotechnical market.
- Further our key and trusted supplier of product and support to our customers at global national and local levels
- Increase our business turnover fourfold from 2020 to 2025 by increasing sales reach and product diversity.
- Improve our customer satisfaction and retention and clearly communicate our aims and goals and drive growth with our customers and ourselves in a mutually beneficial way.
- Maintain our product quality and processes to maintain our trusted standing in our products.

## Protecting the Environment

We are committed to reducing the environmental impact of all the business activities we have now and in the future.

- We are committed to monitor waste reduction, re-use where possible and recycle separated materials with our nominated waste handlers.
- We have implemented water saving measures where possible to reduce our water usage
- We strive to package our products in plastic free where possible that is recyclable or can be made from recycled material.
- We support greener transport by:
  - encouraging staff to walk, cycle, car share or use public transport to get to work if possible.
  - encouraging staff to use greener fuels in their personal vehicles if possible.
  - make Electric vehicles available to all company car users

## Looking after Employees

- We aim to retain loyal and productive staff, maintaining a good and positive working environment with wages that exceeds minimum wage requirements and aims to meet the National Living wage.
- We aim to exceed all UK employment legislation and offer equal opportunities to all.
- Offer training or reskilling as and when appropriate to meet our business needs and to develop our staff.
- Hold regular staff training, appraisals and personal development.
- Clearly communicate with staff utilising our online HR functions

## Suppliers Standards

It is vital to ensure that we use good, audited suppliers and maintain a good working relationship with them. We ensure all our suppliers are vetted and meet clear International standards and we strive to utilise as many local suppliers as possible in support of our business aims.

Our suppliers must ensure

- that they evidence that they adhere to the Modern Slavery Act 2015 and treat all their staff with respect, remunerate them well and ensure they have positive working conditions and regular holidays.
- have clear CSR policies and goals in place themselves
- clearly communicate on a regular basis with us at all times
- be regularly audited by bodies such as SEDEX, Ecovadis, SGS, Intertek or Bureau Veritas