

## CSR\_ESG Policy

### Our Commitment

Hall and Kay Fire Engineering recognise that our social, economic, and environmental responsibilities to our stakeholders are integral to our mission, vision, values, and business success. Our mission to enhance the sustainability of our operations is at the heart of our CSR commitment.

We have incorporated the Corporate Social Responsibility (CSR) business model to ensure our company will be held socially accountable to itself, its stakeholders, and the public. We understand the root of CSR is based on the relationship between employees, businesses, and the state — a social partnership.

We also commit to the assessment model of Environment, Social and Governance (ESG), which refers to the three key factors when measuring the sustainability and ethical impact of an investment in a business or company. We understand that our ESG model illustrates our company's identification and quantification of its risks and opportunities, as well as highlights the ethics of our company.

### CSR ESG Relationship

CSR is a business model used by individual companies, but.  
ESG is a criterion that investors use to assess a company and determine if they are worth investing in

At Hall and Kay, we are actively looking across the ESG\_CSR model and understanding where we can assign further action for growth. Below are the key ESG areas where we will be working hard throughout 2023 to identify areas for improvement and/or where further resource is required to ensure Hall and Kay is an attractive place to work, both now and in our future.



### Some key legal drivers

- ❖ Companies Act
- ❖ Disability Discrimination Act 2005
- ❖ Employment Act 2008
- ❖ Health and Safety at Work Act 1974
- ❖ Maternity and Parental Leave etc (Amendment) Regulations 2014
- ❖ Race Relations Act 1976 (Amendment) Regulations 2008
- ❖ Working Time Regulations (Amendment) 2009.
- ❖ The Environment Act 2021
- ❖ The Climate Change Act 2008 (2019 amendment)

## Our Approach

To successfully support our combined ESG and CSR Policy, we commit to the review, investment, and management of:

- ✓ Employee and investor engagement.
- ✓ Investment in employee health and wellbeing
- ✓ Remuneration policies and gender pay gap information.
- ✓ Recruitment processes that attract diverse talent.
- ✓ Supporting the community.
- ✓ Caring for the environment.
- ✓ Publishing and transparency of our carbon emissions in line with ESOS requirements
- ✓ Alignment with UN Sustainable Development Goals (UN SDGs) when developing our business strategy.
- ✓ Customer satisfaction and adherence to the principles of fair competition.
- ✓ Using technology for social and environmental benefit.
- ✓ Linking sustainability performance with executive remuneration.
- ✓ Developing ethical and sustainable business initiatives.
- ✓ A transparent approach to audit and external regulation.
- ✓ Ethical supply chain practices.
- ✓ Anti-bribery and corruption measures.

## Policy Progress Monitoring

Progress will be monitored by:

- Annual management review of this ESG\_CSR policy, training material and operational processes and controls.
- Regular internal audits and transparency of environmental, social and governance data and practices.
- Reviewing ESG\_CSR objectives and associated targets.
- Annual employee and customer feedback surveys
- Engagement with the supply chain sustainability school to benchmark current performance and success.

Due to the broadness of the term 'sustainability' this policy also interlinks with aspects of other separate policies including:

- ❖ Environmental Policy,
- ❖ Sustainability Policy,
- ❖ Health and Safety Policy
- ❖ Equal Opportunities and Harassment Policy and;
- ❖ Human Rights Policy.

## Responsibilities

This CSR\_ESG policy applies to all our operations including management, office services, site operations, and procurement. All employees have a responsibility in their area to ensure that the aims and objectives of the policy are met, and to undertake any training that is offered.

Kerry Solomon (Managing Director) has overall responsibility for ensuring that sufficient resources are made available to enable the business to achieve our objectives and targets and that the policy is implemented and circulated to all relevant parties

**Kerry Solomon**



**Managing Director**

**Hall & Kay Fire Engineering**

**\*This policy is communicated to all Hall and Kay employees and is available for other interested parties on our website\***