



CORPORATE SOCIAL RESPONSIBILITY POLICY

July 2023

Energy Efficiency Consultancy Ltd
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EECO2 ENERGY EFFICIENCY CONSULTANCY LTD.
09 AUGUST 2023 | REV 1



1 OBJECTIVE

EECO2 Limited's "Corporate Social Responsibility Policy", approved on 11/7/23 by the Board of Directors, confirms our commitment to sustainable development and the need to perform our activities in a manner that considers the social, economic and environmental impact of our business and associated parties (contractors, shareholders, suppliers, employees).

This Policy seeks to communicate how Energy Efficiency Consultancy Ltd (EECO2) accounts for its environmental, social and economic impact.

2 SCOPE

This Corporate Social Responsibility Policy encompasses all EECO2 companies, employees, suppliers and associated parties (contractors, shareholders, stakeholders etc). The Policy must be observed and complied with by all companies of EECO2 Group, serving as a reference source for implementing and developing strategies. Committing to this Policy is an essential objective for the EECO2 Group. Employees, suppliers, contractors and customers will be aware of this Policy.

3 SOCIAL RESPONSIBILITY

EECO2 Limited shall:

- Employ a diverse team of individuals with differing skill sets, backgrounds and career plans which in turn promotes innovation and growth.
- Ensure individuals continually develop their skills and knowledge through both formal and informal learning and training.
- Provide individual career paths through the setting of individual objectives and milestones.
- Reward staff appropriately through a diverse range of options including monetary, well-being and social events.
- Motivate staff to support the organisation's goals through the communication of the organisational strategy and regular updates on achievements and progress.
- Ensure that employees are rewarded and recognised for their longevity of service to encourage retention (holidays increase, long service awards).
- Act in accordance with the ISO9001:2015 standard and our internal Quality Management System for which we are certified.
- Actively encourage staff to participate and play an active role in the local community, including charitable organisations.

4 ECONOMIC & LEGAL RESPONSIBILITY

The Corporate Social Responsibility Policy states that EECO2 Limited shall:

- Act in accordance with the *Equal Opportunities Employer* as per the *Human Rights Act 2010*.
- Abide by the conventions of the *Modern Slavery Act 2015*.
- Adhere to the *Bribery Act 2010*.
- Ask that our suppliers and contractors adhere to the *Modern Slavery Act 2015* and the *Bribery Act 2010*.

- Conduct business in a safe manner that promotes fair dealing.
- Promote anti-corruption practices.
- Ensure that the customer receives the highest quality product/service by abiding to internal provisions and procedures around products and services.
- Ensure that databasing, contact lists and sensitive data adhere to GDPR.
- Publish our Privacy Policy in the public domain.
- Clearly demonstrate our terms and conditions through our website.

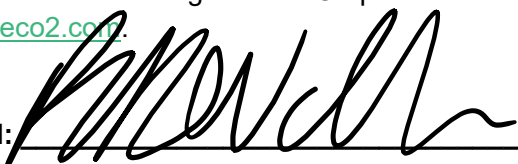
5 ENVIRONMENTAL RESPONSIBILITY

We have total respect for our environment. We, our employees and others who work for us directly, or on a contract or sub-contract basis, will work to minimise waste, prevent pollution and conserve energy, positively reflecting the ethics of the company's core activity. All materials and wastes will be handled in strict compliance with all relevant requirements including: storage, labelling, use, and disposal, reporting, training and record-keeping.

- Ensuring that all legislative requirements are identified and met.
- Implementing a continuous programme of environmental improvements through an annual process of setting closely monitored objectives and targets.
- Maintaining systems, which address the requirements of BS EN ISO 14001:2004
- Promoting environmental awareness through training and education and communicating our objectives to all our employees and others who may work for us.
- Reducing waste and energy consumption, both in-house and as a core activity of our business.
- Applying the best practicable means to reduce emissions to air, land and water caused by our activities.
- Including environmental considerations in all business decisions.
- Monitoring our environmental performance by regular auditing of the activities of the organisation.
- Source electricity from green renewable sources.
- Electrify heat where possible.
- Employ carbon offsetting measures for hard-to-reduce emissions such as travel.
- Support staff to engage in energy-conscious behaviour.
- Gain an understanding of our scope 3 impact by surveying our contractors and asking questions relating to their sustainable activities.
- Equip the EECO2 company car fleet with electric vehicles where possible.
- Encourage our customers and suppliers to undertake sustainable measures to lessen their environmental impact.
- Developing relationships with our suppliers that emphasise continuous improvement in environmental performance.
- Support our customers to deliver on their carbon reduction goals.
- Formally review, and update this Policy as necessary, on an annual basis.

Any questions relating to the Corporate Social Responsibility Policy should be directed to info@eeco2.com.

Signed: _____



Date: _____07/08/2023_____