



## **Environmental, Social and Governance (ESG) Policy (PY048), Iss 2**

### **Purpose**

To formalise Consolite's commitment to Environmental Stewardship, Social Responsibility, Governance, Ethics and Compliance.

ESG continues to be a priority to Consolite, where we believe that this is an underpinning principle of how we work rather than something 'extra'.

With ESG as a defining principle in how Consolite operates, we endeavor to nurture relationships with core stakeholders, develop and encourage specialist skill-sets among our highly trained operational staff and make a positive impact on the community we serve.

### **Environmental**

We have long worked to protect the Environment in our rural location. More than 50% of our waste stream goes to recycling, collected no more than once a week to ensure minimum transport impact.

We continue to take advantage of local supply chain options to reduce transit on the materials we use in our products, with a significant number of key supply chain partners being within a 50 mile radius of Consolite.

By bulk ordering and delivering products with customers and suppliers we minimize transport impact to the environment.

We use local manufacture (indigenous content) for our overseas contracts where possible to save shipping costs and the end user makes a saving too.

Our products typically replace power hungry incandescent light sources, providing up to 80% power savings to our customers, reducing the energy needs of large facilities and the fuel consumption of ships and aircraft.

An example of the savings LED lighting on military platforms is; the amount of saving LEDs can provide to a nuclear submarine over the life of that reactor can provide 1 extra mission – this equates to about £1B.

#### *Our Focus:*

- *To reduce or eradicate non-recyclable packaging*
- *To routinely explore the feasibility of obtaining ISO 14001 accreditation*

### **Social**

We employ people as locally as possible to our rural location, with over 90% of our work force within 30 minutes by car.

We pay above average salaries, and we provide training to ensure our staff are always learning, giving them better employment opportunities in the future.

We support and encourage staff, financially and otherwise, as they embark on qualifications outside of Consolite and frequently review what courses could benefit them in their current job and future career prospects during our six monthly appraisal process.



As employers who value education, we have a history of employing placement students from local colleges and universities to assist students in gaining real workplace experience in their chosen field.

We are an equal opportunities employer identifying the skills and qualities of the individual. We have long provided support to staff in difficult times employing the principle of being 'decent people' before thinking of the company's bottom line.

We provide flexibility in working hours to work around personal commitments. We encourage hard work and believe that work should be enjoyed. Giving that bit extra is important but its vitally important that the work life balance remains – regular overtime is not promoted. We pay for medical insurance for all staff to ensure health checks are completed quickly and treatments managed efficiently.

*Our Focus:*

- *To implement placement schemes in various departments*
- *To review wages yearly inline with inflation and National Minimum Wage*

**Governance**

We have strong values and principles at Consolite. These are underpinned by the expectations of customers and suppliers but also by the regulatory bodies auditing everything from our Quality Management System to the way we dispose of Electronic Equipment, from Health and Safety to Human Resources.

We file a more detailed annual financial report into the public domain than is required by company law to show full transparency in our accounts.

We are ISO 9001:2015 accredited and audited yearly to ensure we are conforming to the highest of standards. To maintain these standards we also conduct regular internal departmental internal audits.

We adhere to those standards expected of us and we are audited regularly to ensure our records reflect our work.

We have strong policies on anti-bribery, anti-slavery, conflict minerals and child labour. These can be found on our website.

*Our Focus:*

- *To promote diversity among our workforce and management structure to capture all perspectives.*

**Policy approved by**

Nick Rice Chief Executive Officer	Dated  Signed
--------------------------------------	---------------------