

JCW Energy Services Ltd (including trading entity "Electrum FM") is committed to investing in a sustainable future for its employees, community at large, its suppliers and environment.

JCW Energy Services recognises that its activities may have a wider impact on the environment and the local community and aims to limit it by making a positive contribution to environment protection and social progress.

JCW Energy Services has a policy to invest in its people, its customers, suppliers and environment for the general good of the wider community entirely under compliance of all local regulations and laws.

**1 To our employees**

We undertake to:

- Assist employees to develop their potential by investing in their skills and capabilities.
- Consult with them on a regular basis where business decisions can have an adverse impact on personal needs.
- Provide them fair remuneration for their work.
- Treat them fairly and not to discriminate based on race, gender, ethnic origin, religion or sexual orientation.
- Provide a safe working environment.
- Comply with all employment and health and safety legislation.

**2 To our customers**

We undertake to:

- Provide a good quality of service meeting all contractual and moral obligations.
- Consider the health and safety of our customers and others who may be affected by our work.

**3 To our suppliers**

We undertake to:

- Engage with our suppliers to adopt similar practices and policies that we adopt.
- Provide safe environment for any suppliers who may be working with us.

**4 To our environment**

We undertake to:

- Set environmental considerations equally among other business aims.
- Improve environmental awareness generally in consultation with our employees, suppliers and our customers.
- Comply with all environmental legislation as it affects our business.
- In partnership with our customers and suppliers consider use of new materials and methods of work that may lead to more sustainable solutions to the provision and outcome of our services.
- Endeavour to reduce the impact that our business may have on the environment year by year.

|  |                           |
|--|---------------------------|
| Document: MS – POL013 – Corporate Social Responsibility Policy | Written by: Robert Hughes |
| Issue: 18/08/2015  | Approved by: Kurt Hedgley |
| Version: 2.0   | Page 1 of 2               |
| <i>Uncontrolled if printed</i>                                 |                           |

**5 To our community:**

We undertake to:

- Minimise any environmental effect our business may have on the local community and show due consideration to our immediate neighbours by operating in a manner that does not affect their health and safety.
- Encourage participation in projects or other schemes that may improve the well-being of the local community.
- As far as commercially and practically possible support local companies in business activities.

The above policy has the full endorsement of the Board of Directors and will be reviewed periodically to monitor adherence and effectiveness.



**Kurt Hedgley**

**Managing Director, JCW Energy Services Limited**

**Date: 18<sup>th</sup> August 2015**

|  |                           |
|--|---------------------------|
| Document: MS – POL013 – Corporate Social Responsibility Policy | Written by: Robert Hughes |
| Issue: 18/08/2015  | Approved by: Kurt Hedgley |
| Version: 2.0   | Page 2 of 2               |
| <i>Uncontrolled if printed</i>                                 |                           |