



CORPORATE AND SOCIAL RESPONSIBILITY STATEMENT

Gridworx are committed to the ethos of Corporate Social Responsibility and pledge to manage our business to produce an overall positive impact on society by adhering to the following principles:

1. Gridworx will behave ethically with our clients and supply chain alike and will be open and honest in our business dealings.
2. Wherever practicable, Gridworx will aim to operate in a manner that improves the quality of life of our workforce and their families, as well as those of our supply chain.
3. Gridworx value and welcome diversity and fairness with regard to work provision and will endeavour to develop all employee's skills to enable them to make a full contribution to the growth of both the company and themselves.
4. Gridworx is committed to be an equal opportunities employer having regard to equality and diversity. All persons will be considered for employment regardless of gender, creed, or disability and we will not tolerate harassment or discrimination on grounds of sex, marital status, race, colour, nationality, ethnicity, political opinion, disability, age, religion or sexual orientation.
5. At all times and in all countries of operation, Gridworx will abide by the following commitments and insist that all members of our supply chain agree to do so:
 - a) To offer free employment, where employees are free to organise themselves without the influence of external force;
 - b) Sustainability collaboration with others where appropriate;
 - c) At no time to allow the use of child labour. At no time abuse ethics or human rights;
 - d) Offer safe and healthy working conditions that provide a good standard of hygiene and are free from threats, bullying, harassment and abuse of any type;
 - e) To set a working day in accordance with the recommendations of the International Labour Organisation recommendation 116 and conventions 1 and 47;
 - f) Pay fair wages and ensure no employee receives a wage below the legal minimum;
 - g) To ensure any deductions from wages not required under legislation, are authorised by the employee;
 - h) To ensure overtime working hours are voluntary and not part of any standard salary provision;
 - i) To ensure all national labour laws and social security requirements are fulfilled;
 - j) To prevent forced, bonded or involuntary prison labour; and
 - k) To prevent bribery and corruption. To Ensure freedom of association & collective bargaining.
6. Gridworx will insist on suitable and sufficient information, instruction, skills, training and supervision being given to all persons employed to undertake its business.
7. Gridworx will adopt an open, fair and transparent disciplinary procedure.



Company Number: 07762069

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8. Wherever practicable, Gridworx will engage with the local community and will seek to recruit so as to contribute to local economic development.
9. Gridworx will consider the environmental wellbeing of current and future generations, both here and abroad, when making business decisions and will adopt sound environmental policies in accordance with the requirements of ISO 14001:2004 having regard to:
 - Bio-diversity & ecology environmental management
 - Pollution management
 - Sustainable waste management
 - Sustainable water management
 - Sustainable energy & greenhouse gas management.
10. Gridworx will ensure a sustainable approach to both the quality of its service provision and the procurement and management of materials, by operating management policies that meet the requirements of ISO 9001:2008.

AUTHORISATION

A handwritten signature in black ink, appearing to read "E. Skeffington".

Emma Skeffington
Managing Director, January 2018



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