



Coldcurve Ltd

Corporate Social Responsibility Policy

Policy Brief & Purpose.

Coldcurve Ltd's Corporate Social Responsibility Company Policy refers to our responsibility towards our environment, employees, company ethics and society. This is recognition that we do not exist in isolation and our company practices can have an effect on people, organisations and nature. It is our belief that business should do its best to benefit society, nature and the world in general.

1. Code of Business Ethics.

This section spells out the minimum standards expected of company staff in their interactions with customers, colleagues and all other third parties.

Business Integrity and Law

- All Coldcurve Ltd employees will respect and comply with applicable laws and regulations in their business dealings. Training will be provided where needed.
- Coldcurve company staff shall not offer, give, seek or receive, directly or indirectly, inducements or other improper advantages for business or financial gain. If a staff member is in any doubt about accepting such an offer, the matter should be raised with the appropriate line manager.
- Record keeping and accounting must accurately reflect the dealings in hand.
- We will not tolerate, support or condone money laundering in any form.
- All aspects of our company's business will be conducted with honesty and integrity.
- Confidential information must be respected.

Employees and Customers

- Regard for the human rights of our employees, customers, suppliers and third parties will be respected at all times.
- We are committed to respecting the interests of our business partners, companies or individuals that we work with.
- We will continually strive to create and maintain a safe working environment for our employees and visitors.
- We will endeavour to foster an environment of mutual trust and responsibility among our employees and business contacts.
- Individuals rights, customs and traditions will be respected.



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- We will endeavour to create a diverse team by recruiting and promoting staff on the basis of the requirements of the post. We will also help employees better themselves through training etc.
- Employees should not seek to gain for themselves or others through misuse of company property or position.
- Conflicts of interest should be raised and discussed with the appropriate line manager.

Community and Environment

- Our company's affects on the environment will be considered in every aspect of our business dealings. Coldcurve Ltd will strive to promote care and understanding of our environmental impact.
- Coldcurve Ltd aspires to be good, effective and beneficial corporate citizen and to fulfil our social responsibilities in the spheres in which we operate.



2. Health, Safety and Security.

Health & Safety

Health & Safety is the one of the main driving forces behind modern business practices. Coldcurve Ltd has developed a robust approach to Health & Safety that encompasses our employees, our customers, our site practices and all concerned third parties.

Overall Policy

Coldcurve Ltd as a company seeks to continually improve Health & Safety practice in line with legislation. Our policy is based on the principles:

- Health & Safety is the responsibility of all employees.
- With properly thought out work practices and training, all injuries/incidents are preventable.

Coldcurve Ltd management and employee responsibilities:

- Health & Safety is properly managed.
- Responsibilities are clearly defined and allocated.
- Employees are trained, instructed and provided with the information required to function safely and effectively.
- Supervision is provided to make sure of compliance with our Health & Safety policies.
- Resources are available and competencies are in place for each objective.
- Suitable PPE is available for any required task.
- A Health & Safety Incident Log is kept and lessons learned are disseminated as and when required.
- Suitable Method Statements and Risk Assessments are produced, shared and agreed before any work commences.
- As Health & Safety is in the hands of all involved, employees are actively encouraged to report any and all concerns to their line manager.

Security

Coldcurve Ltd employees work in a vast range of environments with many different customers and companies. The security of our employees and customers (including both people and property) is of paramount importance.

Our employees are trained to follow security and safety procedures provided by each individual site. Employees are actively encouraged to report security concerns to all involved.



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3. Employment

Coldcurve Ltd is committed to equality in both its services and as an employer. We aim to provide a productive, safe environment that promotes diversity and inclusion. National and relevant international codes of practice will be adhered to.

- All employees, customers and contractors will be treated equally and with fairness at all times.
 - We will not discriminate on any grounds, including (but not limited to) – age, race, gender, sexual orientation, political belief, disability, nationality or religion.
 - All have the right to be accepted with dignity and respect.
 - All have the right to expect a workplace free from prejudice, discrimination, harassment and bullying.
 - All employees are expected to uphold these policies in their day to day activities. Employees that do not uphold these policies will be subject to formal proceedings.
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- Employees will be treated fairly regardless of their position within the company.
 - Employees will be provided terms and conditions of employment along with appropriate training.
 - Employee earnings will reflect the local market and conditions. The minimum wage will always be at least met.
 - The Working Time Directive will be adhered to.
 - Coldcurve Ltd will not countenance child labour, forced or bonded labour or forced overtime.
 - Employees retain the right to freedom of association and collective bargaining.
 - We will not countenance the use of corporal punishment or any other form of mental or physical coercion or abuse.
 - A formal grievance procedure is in place for staff that feel they need to raise any issues.



4. **Ethical Purchasing Policy**

Coldcurve Ltd purchases a large range of products and services from wide variety of suppliers. Our business is wide ranging and this requires procurement from all over the world. Beneficial working relationships are a core part of the industry.

We continually work to develop good relationships with our suppliers to ensure mutual trust, respect and understanding.

While we are committed to sourcing cost effective parts for our systems to reduce overheads and lower end user costs, we are always aware of the ethical standpoints of our suppliers. We will only use companies that share common principles to our own.

5. **Environment**

Coldcurve Ltd as a company are committed to reducing our environmental impact. The environment is everyone's responsibility to care for and we expect our employees to do all they can to prevent needless use or waste energy as well as practice sustainable waste management.

- We will comply with all legislation and legal requirements towards environmental protection.
- We are committed to preventing and reducing the amount of waste produced by the company.
- Waste produced by Coldcurve Ltd will be recycled where appropriate.
- We are always endeavouring to reduce our carbon footprint with regards energy usage, both at our sites and in our projects.
- Coldcurve Ltd will actively encourage energy efficiency in our system designs.