

**ENGINEERED SYSTEMS (ELECTRICAL) LTD**  
**Unit 1 Waterside Industrial Park, Waterside Road,**  
**Leeds, LS10 1RW**

**CORPORATE SOCIAL RESPONSIBILITY POLICY**

**PURPOSE:**

ENGINEERED SYSTEMS (ELECTRICAL) LTD is a British Company carrying out Electrical Contracting work in the United Kingdom. As an established member of the industry, we take our conduct very seriously, and as such we have set out a vision for the way in which we wish to undertake our activities.

**SCOPE:**

ENGINEERED SYSTEMS (ELECTRICAL) LTD business vision is to "Always show Integrity and ethical conduct as part of our individual and corporate business behavior" and as such, ENGINEERED SYSTEMS (ELECTRICAL) LTD has evolved substantially in recent years, in pursuit of this vision.

We are committed to:

- Compliance with all applicable laws and regulations
- Fair and vigorous competition in the marketplace
- Creating added value to our customers and trading partners by working closely with them
- Fair and honest treatment of suppliers, business partners and customers
- Treating our employees in an open, honest, unprejudiced way which encourages them to achieve full potential
- High standards for health, safety, and security in the workplace
- Protecting/respecting the environment and contributing to the wellbeing of the societies we operate in
- Contributing to the communities in which we live and work
- Engaging appropriately with government departments and agencies
- Respect and support for human rights
- Prudent and transparent public accounting and reporting
- A culture of compliance throughout the entire organization embracing all employees

**CONTROL MEASURES:**

ENGINEERED SYSTEMS (ELECTRICAL) LTD have set out our 'Standards of Business Conduct' which describes our commitment to operate to the highest standards of integrity and ethical behavior.

This policy and associated principles have the full endorsement of ENGINEERED SYSTEMS (ELECTRICAL) LTD's senior management. We are committed to managing and upholding this policy as an integral part of our business processes and to measuring our performance in respect of its implementation.

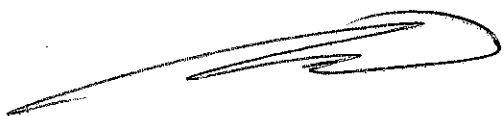
Ethical behavior is important in its own right. ENGINEERED SYSTEMS (ELECTRICAL) LTD believes it is also good for our business, as we view a successful business as one which acts with integrity and by its actions earns the trust and respect of its customers, suppliers, and employees.

We believe this policy will provide a basis with which we demonstrate our commitment to sustainable and ethical business practice and help us to discharge our obligations as a responsible company in Great Britain.

**CONSEQUENCES OF NON-COMPLIANCE:**

- Where an employee commits a clear breach of company rules relating to this policy, action will be taken under our disciplinary procedures as appropriate.

**Signed by the executive responsible for Compliance:**



**Michael Keith**  
**Managing Director**  
**Date: 28<sup>th</sup> August 2025**