

# PB Design & Developments Ltd

## Corporate Social Responsibility Statement

### 1. CSR Policy

#### 1.1 Introduction

We are PB Design & Developments Ltd (PB Design), designers and manufacturers of DC standby power systems. Our systems provide essential backup power for the operation of switch gear used within the electricity utilities and transport networks. PB Design is an employee-owned business governed by a board of Trustees.

The prosperity of our business and of the communities within which we operate requires a commitment to the sustainable management of our activities. We have therefore developed a policy that affects and enhances all areas of our business, namely our partners (equality, dignity at work), customers, suppliers, the environment and the local community. We wish to adopt and commit to the principles and practices set out below.

PB Design is signed up to the Good Business Charter ([www.goodbusinesscharter.com](http://www.goodbusinesscharter.com)) and are committed to the key commitments of the charter: real living wage, fairer hours and contracts, employee well-being, employee representation, diversity and inclusion, environmental responsibility, paying fair tax, commitment to customers, ethical sourcing, and prompt payment.

#### 1.2 Partners (Our Employees)

We are committed to the well-being and continual development of our partners (co-owners) and to training our workforce, where partners are appreciated, valued and given regular feedback so that each partners has a clear understanding of their role and how they contribute to the business.

As an employee-owned business every partner has an equal voice and are represented through an appointed representative body (EO Collective). All partners are recognised and rewarded on the basis of their performance, effort, contribution and achievements.

We expect our partners to act with integrity towards one another and exercise a high standard of business practice and workmanship, and to adhere to our core values of: Respect, Teamwork, Positivity, Honesty, Quality and Fairness.

We support diversity, fairness and equal opportunities and aim to involve and consult regularly with partners as to the direction of the business through regular town hall meetings and the EO Collective.

We are committed to our partners through Investors in People.

#### 1.3 Customers

We aim to build long term relationships with all our customers and other stakeholders by understanding their objectives as they evolve over time and meeting their needs.

We aim to give fair value, consistent quality and reliability. We aim to have the highest professional and ethical standards and will be honest, open and transparent in all our dealings with customers.

#### 1.4 Suppliers

We aim to create and maintain strong relationships with key suppliers and contractors, and where possible to work with UK suppliers.

We aim to choose suppliers that share our ethos in relation to employment practices, quality and environmental controls. This will be communicated to all suppliers and potential suppliers.

As a member of the Good Business Charter, we are committed to the prompt payment of our suppliers.

#### 1.5 Health & Safety

We aim to achieve and maintain the highest standards of health and safety and provide a safe and healthy working environment for all our activities.

We have a current and effective written health and safety policy that is regularly reviewed and updated.

#### 1.6 Environment

We are accredited to ISO14001:2015 and have implemented an environmental policy appropriate to our business.

We are aware of our environmental impact as a business and have taken and continue to take appropriate steps to mitigate that impact, including setting environmental objectives and targets, implementing procedures and providing training so employees and contractors understand their environmental responsibilities and can seek to improve our environmental performance.

In 2016 we invested in 83kW of solar panels for our factory in Clevedon which provides our electrical needs and only purchase green gas. We are committed to further reducing our carbon footprint by reducing our vehicle CO<sub>2</sub> emissions.

Through innovative product design we have also reduced the embedded carbon within our products and will continue to invest in R&D to reduce this further.

#### 1.7 The Community

We recognise and understand the significance of the local community within which we operate. We aim to enhance our contribution to the community by being sensitive to the needs of local people and groups and promoting ethical and socially responsible trading. 1% of our net profits are donated to local charities and we encourage more fund-raising events. We actively support and donate to the following charities/non-profit organisations within our community: Children's Hospice Southwest (CHSW), Clevedon and Weston-Super-Mare foodbanks.

Scott Edsall



Managing Director

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