



## Corporate Social Responsibility

As a series of businesses with more than 40 years behind us, one of our key objectives has been to build a sustainable platform for the long term. We understand that we cannot achieve this if we do not respect the place and role that we play within our localities and the impact that we have on the environment. Having a well-developed and defined approach to our corporate social responsibility is a natural progression to many of the things that we have been doing since our formation, and we recognise that to maintain our position we must continually review and adapt where this is necessary.

Our core values must always be central to how we behave and must govern the actions we take to improve our operations and performance. We must always seek to minimise any negative impacts from our actions, whilst maximizing the positive effects of the things that we do, these must be intrinsic to the development of our company. The things set out herein are the principles we aim to follow in order to achieve this.

Our businesses are:

Caldervale Technology Limited  
Fusion Equipment Limited

Our commitment to corporate social responsibility is underpinned through our core values and our commitment to, craftsmanship, innovation and quality. Our directors ensure that each of our businesses work to improve performance across these activities.

Our success in achieving our aims are reviewed on a regular basis and where we feel we have fallen behind our high standards or where we can improve, further corrective action or appropriate action plans will be agreed and actioned as a matter of course.

### **Our principles**

#### **Shared Responsibility:**

We aim to develop and implement social and environmental policies which demonstrate our core values by involving not only our management team but also our employees, customers and suppliers to ensure shared ownership of responsibilities and rewards.

#### **Honesty, Integrity & Accountability:**

We will communicate our policies, objectives and performance openly and honestly to our stakeholders. We will listen to views and suggestions and encourage involvement.

#### **Demonstrate Compliance:**

As a minimum we will meet or exceed all relevant legislation. Where no legislation exists, we aim to develop and implement our own appropriate standards.

**Environment:**

We will take all reasonable steps to manage our operations in a way that minimises our impact on the environment and promotes good environmental practices. We will set ourselves high standards in product manufacture, quality and safety and look to reduce our energy and water consumption and act responsibly in regard to the management of waste.

**Communities:**

We will build relationships with the communities in which we co-exist by encouraging our people and those acting on our behalf, to consider the needs of others. We will obtain a wide range of views on our social and environmental policies and activities.

**People:**

We will respect our employees by encouraging their development and training, and provide a safe working environment. We are committed to ensuring that all employees receive equal treatment regardless of colour, nationality, race, religion or belief, ethnic origin, sex, marital status, disability, sexual orientation or age. Our aim is to provide satisfying employment in a series of successful businesses.

We have developed a corporate social responsibility strategy to embed these principles into our organisation, and have implemented a management framework to regularly monitor, audit and review our progress. This policy will be communicated to our employees, customers and suppliers and all those who work on our behalf.

**Signed:**

  
C.E.O. – Miguel Reyero

Date: 12<sup>th</sup> oct 2022

**Signed:**

  
Managing Director - Ian Smith

Date: 11<sup>th</sup> oct 2022