

Corporate Social Responsibility Policy

A.C. Webb Electrical Contractors Limited (“the Company”) is committed to conducting its business safely, ethically, responsibly and in compliance with all applicable legal and regulatory requirements. The Company recognises its responsibilities to employees, subcontractors, customers, suppliers and the wider community and is committed to achieving high standards of health and safety, environmental responsibility, ethical conduct and continuous improvement throughout its operations.

Employees / Subcontractors

We are committed to the wellbeing, development, and fair treatment of all employees and subcontractors.

We aim to:

- Provide a safe, respectful, and inclusive working environment
- Support training, competence development, and ongoing professional growth
- Ensure fair treatment based on merit, performance, and contribution
- Promote equality, diversity, and inclusion in all aspects of employment
- Encourage open communication and employee involvement in business improvement

We expect all employees and subcontractors to act with integrity, professionalism, and respect at all times.

Customers

We aim to build long-term relationships with our customers based on trust, reliability, and quality of service.

We commit to:

- Delivering services that meet agreed requirements and industry standards
- Providing fair value, transparency, and consistent workmanship
- Acting honestly and ethically in all dealings
- Responding professionally to customer feedback and issues
- Maintaining high standards of communication and service delivery



Suppliers and Subcontractors

We work with reputable suppliers and subcontractors who share our commitment to quality, health & safety, environmental responsibility and ethical business practices.

We aim to:

- Use reputable and compliant suppliers wherever possible
- Expect suppliers and subcontractors to comply with all relevant UK legislation
- Promote ethical working practices throughout our supply chain
- Conduct proportionate checks on subcontractors' competence and right to work
- Maintain clear and responsible procurement practices
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Modern Slavery and Ethical Conduct

We operate a zero-tolerance approach to modern slavery and human trafficking in all areas of our business and supply chain. We expect all suppliers and subcontractors to comply with the Modern Slavery Act 2015 and to uphold the highest ethical standards.

Health, Safety and Wellbeing

We are committed to achieving and maintaining the highest standards of health and safety across all operations.

We aim to:

- Comply with the Health and Safety at Work etc. Act 1974 and associated regulations
- Provide and maintain a safe working environment for employees, subcontractors, and others affected by our work
- Undertake risk assessments and implement appropriate control measures
- Promote safe systems of work, including safe isolation and electrical best practice
- Provide suitable training, instruction, and supervision
- Encourage reporting of hazards, incidents, and near misses

Health and safety are integral to how we plan and deliver all work activities.



Environment

We recognise our responsibility to minimise the environmental impact of our operations.

We are committed to:

- Reducing waste and promoting reuse and recycling where practicable
- Complying with all relevant environmental legislation, including WEEE regulations
- Managing and disposing of electrical waste responsibly through approved channels
- Reducing unnecessary consumption of materials and resources
- Promoting environmentally responsible working practices across our operations

We will continue to review and improve our environmental performance where practical and appropriate.

Community

We recognise the importance of the communities in which we operate and aim to contribute positively wherever possible.

We aim to:

- Operate in a way that respects local communities and stakeholders
- Support local employment and training opportunities where practical
- Act responsibly and professionally when working in public and residential areas
- Contribute to charitable and community initiatives where appropriate

Compliance and Review

We are committed to complying with all relevant legislation, including but not limited to:

- Health and Safety at Work etc. Act 1974
- Management of Health and Safety at Work Regulations 1999
- Electricity at Work Regulations 1989
- Equality Act 2010
- Modern Slavery Act 2015
- Environmental Protection legislation and associated regulations



This policy will be reviewed annually or sooner if required due to changes in legislation, business operations or identified risk.

Name: Jason Webb (Managing Director)

Date: June 2026

Review Date: June 2027

Signature: *Jason Webb*