



Corporate and Social Responsibility Policy: Ectron Limited

1.0 Our commitment

Ectron Limited is committed to conducting our business in a socially, ethically, and environmentally responsible manner. We recognise that our business activities have an impact on our employees, our customers, our community, and the environment. This policy outlines our commitment to managing these impacts responsibly and proactively seeking to create a positive influence.

2.0 Objectives

Our primary objectives are to:

Minimise the negative environmental impact of our operations and products.

Conduct business with the highest standards of integrity and fairness.

Provide a safe, supportive, and inclusive working environment for all employees.

Support our local community and relevant charitable initiatives.

Ensure that our supply chain reflects our ethical and environmental values.

3.0 Areas of focus

3.1 Environmental responsibility

We are committed to reducing our environmental footprint in line with our Carbon Reduction Plan. We will:

Strive to reduce energy and water consumption in our offices and warehouses.

Minimise waste through comprehensive recycling programmes and by reducing single-use plastics.

Procure environmentally friendly equipment and supplies where possible.

Promote sustainable transport options for employees through schemes like car-pooling, cycling, and the use of public transport.

Offset carbon emissions that cannot be eliminated through verified carbon offset projects.

3.2 Ethical business conduct

Ectron Limited is committed to upholding the highest standards of ethics and integrity in all business dealings. We will:



Take a zero-tolerance approach to bribery, corruption, and fraud, and we will comply with all relevant UK laws, including the Bribery Act 2010.

Ensure all marketing and customer communications are accurate and transparent.

Protect customer and employee data in line with the UK General Data Protection Regulation (UK GDPR).

Deal fairly and honestly with our customers, suppliers, and competitors.

3.3 Employee welfare and human rights

Our employees are our greatest asset, and we are committed to providing a fair, safe, and respectful workplace for all. We will:

Ensure compliance with all relevant employment legislation, including the Equality Act 2010 and the Health and Safety at Work etc. Act 1974.

Promote equality, diversity, and inclusion (DEI), and we will not tolerate discrimination or harassment.

Provide a safe and healthy working environment, including mental health support, for all staff.

Support the professional and personal development of our employees through training and learning opportunities.

Uphold fundamental human rights in all our operations and actively work to prevent modern slavery in our supply chain, in compliance with the Modern Slavery Act 2015.

3.4 Community engagement

We believe in giving back to the community in which we operate and beyond. Our initiatives will include:

Supporting local charities and community projects through donations, sponsorships, and volunteer work.

Encouraging and supporting employee volunteering, for example, by offering paid time off for volunteering activities.

Engaging with local organisations, residents, and stakeholders on any issues that may affect them.

Supporting local employment by hiring locally wherever possible.

3.5 Supply chain management

We recognise our responsibility to promote ethical and sustainable practices throughout our supply chain. We will:

Work with suppliers who align with our values and who can demonstrate their own commitment to CSR, including sustainability, ethical labour practices, and human rights.

Implement due diligence to ensure no modern slavery or unethical labour practices exist within our supply chain.

Prioritise partnerships with local and sustainable suppliers where commercially viable.



4.0 Governance and reporting

Ectron Limited is committed to transparent governance of our CSR activities.

We will ensure board-level oversight of our CSR policies and performance.

We will track our progress against our objectives and formally review this policy on an annual basis.

We will report on our performance and key achievements to our stakeholders, including employees, customers, and the public, through our website and other communication channels.

5.0 Communication

This policy is publicly available and will be communicated to all employees to ensure they understand their responsibilities and our collective commitment to CSR.

6.0 Policy review

This policy will be reviewed annually and updated as necessary to ensure it remains relevant and effective.

On behalf of Ectron Limited

Mr. A Jones, Director.