

Environmental, Social and Governance (ESG) Policy



March 2025

Dear Colleague,

Welcome to Charcroft's Policy relating to ESG.

We are committed to fostering sustainable and responsible business practices. Our ESG policy reflects our dedication to minimising environmental impact, promoting social responsibility, and adhering to robust governance principles across our operations. The contents list covers all the topics included and you can use this to jump straight to the information you need just Control + Click on the section you want to read.

Yours sincerely

Paul Newman

Founder & Managing Director

Charcroft Electronics Ltd



Contents

Environment, Social and Governance Policy.....	3
1.0 Policy & Purpose.....	3
2.0 Environmental Commitments	3
3.0 Social Responsibility	3
4.0 Governing Principles	3
5.0 Monitoring and Reporting	4
6.0 Review and Updates	4

Environment, Social and Governance Policy

1.0 Policy & Purpose

This policy outlines the principles and practices Charcroft Electronics adopts to:

- Protect the environment and reduce our ecological footprint.
- Support and empower our employees, customers, and community.
- Uphold integrity, accountability, and compliance within our governance frameworks.

2.0 Environmental Commitments

- Energy Efficiency: We aim to reduce energy consumption across all facilities and promote renewable energy sources.
- Waste Management: Adhere to our recycling programme, minimise electronic waste, and encourage sustainable disposal practices.
- Sustainable Sourcing: Prioritise suppliers who demonstrate environmentally friendly practices.
- Compliance: Ensure full compliance with environmental regulations and industry standards.
- Innovation: Invest in eco-friendly technology to enhance product sustainability.

3.0 Social Responsibility

- Diversity and Inclusion: Promote a diverse and inclusive workplace where all employees feel valued and respected.
- Employee Well-being: Provide safe working conditions, actively manage workplace stress, and promote mental health and resilience, following HSE and ACAS guidelines.
- Employee Engagement: Involve employees actively in ESG initiatives through regular feedback mechanisms and clear communication channels.
- Training and Development: Embed training within employee induction and ongoing professional development.
- Community Engagement: Partner with local organisations to support educational, environmental, and social initiatives.
- Customer Focus: Ensure our products consistently meet high-quality standards and respond to the evolving needs of our clients.
- Ethical Practices: Maintain transparency throughout operations and the supply chain, ensuring zero tolerance for forced labour, modern slavery, unfair trade practices, bullying, or harassment.

4.0 Governing Principles

- Integrity: Uphold ethical standards in all business transactions and decision-making processes, visibly championed by senior leadership.
- Transparency: Maintain open, timely, and clear communication with stakeholders, including employees, customers, suppliers, and shareholders.
- Compliance: Adhere strictly to legal and regulatory requirements, integrating HR and compliance functions to ensure alignment with relevant legislation, including UK employment law.

- Whistleblowing: Provide a confidential and accessible whistleblowing mechanism to enable employees to safely report ESG or ethical concerns, offering protection under UK whistleblowing laws.
- Clear Policies and Procedures: Communicate HR and governance-related policies (including anti-bribery, modern slavery, diversity and inclusion, bullying, harassment, and grievance procedures) and ensure employees understand expectations and reporting procedures.
- Risk Management: Identify and proactively manage risks associated with environmental, social, and governance issues.
- Accountability: Establish frameworks to effectively monitor, report, and improve ESG performance.

5.0 Monitoring and Reporting

Charcroft Electronics commits to regular monitoring and transparent reporting of ESG performance. We will establish measurable goals and publish annual updates to promote accountability and continuous improvement.

6.0 Review and Updates

This ESG policy will be reviewed frequently to align with evolving regulations, stakeholder expectations and industry best practices.