

## **Corporate Social Responsibility (CSR) Policy – March 2012**

Radical Heating Solutions Ltd believes in conducting business in a manner which achieves sustainable growth whilst demonstrating a high degree of social responsibility. We believe that this approach creates a source of competitive advantage for our business.

Our responsibility encompasses interaction with:

- Our marketplace.
- Our environment.
- Our community and
- Our people

Demonstrating our commitment to Corporate Social Responsibility is a journey, in the course of which we aim to align our business values, purpose and strategy with the social and economic needs of our stakeholders, whilst embedding responsible and ethical business policies and practices into everything we do.

By working together with all our stakeholders and embracing CSR, Radical Heating Solutions opens doors to new markets, opportunities and relationships, increasing competitiveness and profitability and demonstrating our continued commitment to sustainable development.

Radical Heating Solutions Ltd is committed to the following CSR principles:

- We manage our business with pride and integrity.
- We are committed to full legal compliance in all that we do.
- We aim to provide a safe, fulfilling and rewarding career for all our employees.
- We will continue to develop community programmes which support our brand values and further promote our recognition as an active contributor to local community development.
- We shall maintain a clear and fair employee remuneration policy and shall maintain forums for employee consultation, business involvement and uphold the right to collective bargaining.
- We actively assess and manage the environmental impacts of all our operations.
- We will further develop our standing as a responsible business in the community.
- We will benchmark and evaluate what we do in order to constantly improve our competitive edge in the Marketplace.