



Corporate Social Responsibility Policy

Introduction

Corporate Social Responsibility (CSR) is the concept whereby a Company integrate social and environmental concerns into their business operations and into their interaction with clients.

RDM Electrical and Mechanical Services is fully committed to the principle of CSR and intends that CSR should become embedded, where appropriate, into its policies and practices, to the benefit of staff as well as the wider community.

RDM Electrical and Mechanical Services aims to be recognized as an organization that is transparent and ethical in all its dealings as well as making a positive contribution to the community in which it operates. It is committed to the following core values in all aspects of its work, including the fulfillment of its social responsibility:

- Clear direction and strong leadership;
- Customer focus;
- Respect for people;
- Open communication;
- Working to deliver best value;
- Openness and transparency;
- Equality;
- Probity (integrity and honesty);
- Development of positive working relationships with others.

CSR Strategies

We will seek to achieve corporate and social objectives by focusing on five strategic areas:

- Equal Opportunities - maintaining and promoting commitment to our Equal Opportunities Policy and the Equality Act 2010.
- Good Relations – we promote good relations between staff, employees, suppliers and clients.
- Workplace – addressing the needs and aspirations of staff through the continuing development of diversity, work-life balance and health and well-being policies and initiatives.
- Community Impact – encouraging and assisting staff to greater involvement in team/individual projects in support of the wider community.

- Environment – further developing environmental management practices that minimise waste and maximise efficiencies.
- In relation to community involvement, we will provide assistance by assisting with goods and/or services to support local groups or similar as and when possible in a practical way. We will only support programmes which are inclusive in nature and reach across all social and community backgrounds. Support will not be given to individuals or groups with political or sectarian connections.

Promoting our Policy

- We shall strive to improve our environmental performance through implementation of sustainable development and environmental policies.
- We shall ensure a high level of business performance while minimising and effectively managing risk.
- We shall encourage dialogue with local communities for mutual benefit.
- We will record and resolve customer complaints in accordance with our published standards of service.
- We shall encourage our employees to help local community organisations and activities.
- We shall operate an equal opportunities policy for all present and potential future employees.
- We will offer our employees clear and fair terms of employment and provide resources to enable their continued development.
- We shall provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment.
- We shall provide, and strive to maintain, a clean, healthy and safe working environment.
- We shall uphold the values of honesty and fairness in our relationships with clients.
- Contracts with suppliers will clearly set out the agreed terms, conditions and the basis of our relationship

Review

This policy will normally be reviewed on an annual basis or earlier when there are any changes to legislation.



Signed:
Richard D Moriarty - Managing Director

Dated: 31st January, 2021