



## Corporate Social Responsibility Statement 2016

Pollution & Process Monitoring's Company CSR policy function is to self-regulate, monitor and ensures its active compliance with the spirit of the law, ethical standards, and international norms.

Our Company embraces responsibility for the company's actions and encourages a positive impact through its activities on the environment, consumers, employees, communities and stakeholders. Our employees shall conduct themselves in a professional manner and we shall maintain an ethical approach at all times by promoting product which is designed for the application, which is fit for purpose and professionally supported.

Our operations must be financially viable so we can offer good value without compromising our environmental and social responsibilities. Additionally our activities must be sustainable and promote best practise to ensure continual improvement to maintain the optimum quality of product and service to our customers.

Where possible we look to source locally to minimise our Carbon Footprint and build strong local inter-company relationships. We encourage a strong ethically approach to our business activity looking to reduce our Environmental Impact. We promote recycling where ever possible, especially packaging materials, we operate responsible waste collection (WEEE compliant) and take measures to minimise our waste, particularly non-renewables.

Our Company looks to create shared value by ensuring that employees are properly trained for the roles they fill. In addition to internal training on task specific functions external training has been provided which has included First Aid, Safety Passport, Confined Space Training and City and Guilds Seventeenth level 3 certificate for electrical installations.

We value our human resource and want to ensure that they have a safe working environment and the opportunity to progress within the organisation. We actively encourage a safe working culture to minimise risk.

We are an equal opportunity employer which is brand aware looking to provide the best possible quality of product and service to all our customers.

We will not tolerate the use of child labour or slavery within the company or our supply chain. Bribery and corruption is not acceptable and is a disciplinary offence, which all employees are aware, could lead to dismissal.

During induction, a Company Handbook is provided to each and every employee detailing our Company policy statements, health and safety, employment law and grievance procedures.