

CORPORATE SOCIAL RESPONSIBILITY (CSR)

Engineers Mate Ltd believes Corporate Social Responsibility (CSR) is about understanding the company's' impact on the wider world and how we can manage this impact positively. Effectively, CSR encapsulates how we impact and engage with four major areas: environment, employees, the community and suppliers.

We have committed to manage and reduce our environmental impact by reducing our carbon footprint and continue to improve our environmental performance as an integral part of our business strategy and operating methods. We aim to minimise energy usage and improve energy efficiency by encouraging the use of company vehicles with low carbon emissions, minimise journeys between branches, encourage home working and actively support our employees to use car sharing and public transport wherever possible. We minimise packaging and endeavour to divert waste from landfill.

Our company is an inclusive organisation committed to fairness, equality of opportunity and diversity in all its employment practices, policies and procedures. We are committed to ensuring we have a healthy and educated workforce whose views are listened to and respected. We nurture ambition and ensure that all employees are able to acquire relevant skills and knowledge to enrich their contribution and develop their own career path.

We are committed to build mutually supportive relationships with the wider community including national and local concerns. We are actively involved in charitable giving and encourage our staff to engage in this process. Each year, staff members are invited to nominate charities which are meaningful to them. This is then put to a company vote and we focus on raising funds for that chosen charity for the rest of the year. Funds are raised through various events throughout the year, and members of staff also raise money through sponsorship for various sporting events. They are invited to take up voluntary work.