



Chalmor

Experts in Energy Saving Lighting and Heating

Chalmor Limited **Corporate Social Responsibility Policy**

Corporate social responsibility (CSR) is how Chalmor recognises that our activities are intertwined in the communities and environment around us.

- Chalmor recognises that it must integrate its business values and operations to meet the expectations of our customers, employees, regulators, investors, suppliers, the community and the environment
- Chalmor believes that social, economic and environmental responsibilities are an integral of its business. Chalmor aims to demonstrate these responsibilities through its actions and policies
- The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise Chalmor's corporate responsibilities. The responsibility for performance to this policy rests with all Chalmor employees
- Chalmor strives to improve its environmental performance through implementation of its Environmental policies
- Chalmor will ensure a high level of business performance while minimising and effectively managing risk
- Through effective partnerships, Chalmor will continue initiatives on energy efficiency, assist in educating businesses and business networks about the importance of carbon reduction
- Chalmor will register and resolve customer issues in accordance with our published Service Level Standard
- Chalmor will support and encourage it's employees to help local community organisations and activities in the local community
- Chalmor operates an equal opportunities policy for all present and potential future employees
- Chalmor offers employees clear and fair terms of employment and provide resources to enable their continual development
- Chalmor maintains a clear and fair employee remuneration policy and shall encourage forums for employee consultation and business involvement
- Chalmor provides safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment
- Chalmor strives to maintain, a clean, healthy and safe working environment
- Chalmor upholds the values of honesty, partnership and fairness in our business relationships
- Chalmor contracts clearly set out the agreed terms, conditions and the basis of our business relationships

Chalmor encourages suppliers and contractors to adopt responsible business policies and practices for mutual benefit.

POL014 – Corporate Social Responsibility Policy – Issue 1

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AWARD WINNING EXPERTS IN ENERGY EFFICIENCY



- EMILAS - Sports Lighting Winner 2009 & 2010 - Recycling Winner 2010
- E - The Innovation Award - Winner 2010
- e-LEGACY Awards - Finalist 2009
- Shell Springboard - Regional Winner & National Finalist 2006



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