

## Corporate Social Responsibility Policy

Sale Group (inclusive of Sale Service & Maintenance Ltd, Sale Maintenance Ltd and Sale NuGen Ltd) is an organisation specialising in mechanical and electrical, services & maintenance and small works; therefore we are experts in the building services market. As a business our success has been built on the foundation and maintenance of relationships: with our Clients, Consultants and our personnel.

Sale Group are committed to a Corporate Social Responsibility programme which is tangible, practical and “fits” with the ethos of our business; this ensures it is widely adopted and supported across the company.

Our Corporate Social Responsibility policy covers the following areas:

- Employees
- Dignity at Work
- Environment

In addition to the above targeted areas of focus, our policy generally is to act in a socially responsible manner, taking into account relevant social and environmental factors, and to promote this attitude across the market in which we operate.

### Employees

At Sale Group we acknowledge that the foundation to our success is our employees. We have a far higher than average retention rate within our industry due to our holistic approach to managing our staff.

Each member of staff has a structured training and development programme and personal development plan based on their individual requirements and aspirations. We mentor and encourage development and training, including (where appropriate) to meet recruitment industry standards and accreditations.

### Dignity at Work

Sale Group is committed to creating a work environment free of harassment and bullying where everyone is treated with dignity and respect.

Harassment and bullying can have very serious consequences for individuals and the organisation. Harassment or bullying may make people unhappy, may cause them stress and affect their health and family and social relationships. Effects on the organisation can include loss of morale, poor work performance, increased turnover of staff, legal claims and damage to the organisation's reputation.

For these reasons Sale Group will not tolerate bullying and harassment of any kind. All allegations of bullying and harassment will be investigated and, if appropriate, disciplinary action will be taken.

### Environment

Sale Group recognises and understands the importance of protecting the environment in which we operate. We are fully committed to minimising the impact that running our business has on the environment and we encourage our clients, suppliers and other subcontractors to do the same.

Sale Group is aware that its business activities result in various environmental impacts and will comply with all relevant legislative, regulatory and other environmental requirements in order to act in a socially responsible manner. We will strive to continuously improve our environmental performance.

Sale Group aims (amongst other things) to:

- Minimise the use of natural resources;
- Minimise the generation of waste and implement/promote recycling;
- Minimise pollution and promote greener transport options;
- Consider the environmental impact of any business decisions made;
- Inform and encourage staff at all levels to act in an environmentally responsible manner and provide training where necessary; and
- Encourage feedback from staff on improvements and feed these into the policy.



**Signed:** Peter Sale  
Director: Sale Service & Maintenance Ltd/  
Sale NuGen Ltd

**Date:** 3rd January 2023



**Signed:** Collin Meaney  
Director: Sale Maintenance Ltd