



CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

E P Industries Ltd strives to be a good corporate citizen. Through its managers and through its people, is committed to promoting protection of the environment; supporting charities and local communities; promoting equal opportunities; ensuring safe and efficient working practices; and working with suppliers who uphold similar values.

People

E P Industries Ltd recognises that our people are our greatest asset and key to continued growth and success and as such, we are committed to providing careers and working environments in which our people can achieve to their fullest potential.

E P Industries Ltd has a commitment to keeping employees informed of E P Industries Ltd affairs through regular staff meetings, memos and electronic email. Employees can access the Company intranet to obtain general information on the E P Industries Ltd at any time. Employees are encouraged to discuss operational issues with their line management and to suggest ways to improve performance and efficiency.

Developing future talent is fundamental to the company. Apprenticeship and graduate recruitment schemes have been ongoing within our business for years, alongside CITB, Quarry passport training, City and Guild, Manual Handling, FLT Counterbalance and all relevant accredited training required by our employees to fulfil their roles safely and efficiently within our engineering environment.

We provide full visibility of our customer facing staff, including their levels of training and experience to our customers and prospective customers.

We are RISQS registered, RPA registered and our fitters and engineers are trained by accredited external bodies within the industry.

E P Industries Ltd:

- Provides clear and fair terms of employment for its employees
- Provides clean, healthy and safe working conditions
- Has a fair remuneration policy everywhere we operate
- Strives for equal opportunities for all present and potential employees
- Encourages employees to develop skills and progress in their careers
- Does not employ underage staff
- Ensures that staff are aware of the E P Industries Ltd policies bribery and inappropriate gifts
- Encourages a harmonious working environment with zero tolerance to bullying or to any form of harassment linked to an individual's sex or other personal characteristics.

Equal Opportunities

The company is committed to a policy of equal opportunity and diversity in employment and recognises that this is essential to ensuring the success and growth of the organisation. To this end, the company makes every effort to select, recruit, train and promote the best candidates based on suitability for the job; to treat all employees and applicants fairly, regardless of race, sex, marital status, age, nationality, ethnic origin, religious belief, sexual orientation or disability; and to ensure that no employee suffers harassment, intimidation or bullying in the workplace.

Disabled Employees

It is the policy of the company to provide employment and to make reasonable adjustment to accommodate disabled persons wherever business requirements will allow and if applications for employment are received from suitable individuals. Should an existing employee become disabled, every reasonable effort will be made to ensure that their employment with the company can continue on a worthwhile basis and that career opportunities are available to them.

Health, Safety and Welfare at Work

The health and safety, welfare and wellbeing of employees are of paramount importance to the company. It is the policy of the company to create and improve standards of Health and Safety, which will lead to the avoidance and reduction of risks and to ensure that the company complies with all Health and Safety legislation.

Fatigue & control of Working hours

The company ensures that all personnel holding a Sentinel card competency or are required to undertake Safety Critical Work are aware of the requirement to work in accordance with the limits as defined by EP Industries Ltd, Legislation, Railway Group Standards, Network Rail Company Standards and European working time directives .

A detailed Health and Safety Policy Statement is held at all sites and displayed on the notice boards.

- Health & Safety and Fire officers actively implement the company's policies, standards and procedures in all branches in which the Group operates. They are supported by dedicated Health & Safety managers who are professionally qualified.
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- Workshop employees benefit from annual occupational health checks / screening by an external nursing body.
- The Company makes every reasonable and practicable effort to provide safe and healthy working conditions in all its offices and workshops.
- It is the duty of all employees to exercise responsibility and to do everything they can to prevent injury to themselves and to others.
- The policy standards and procedures are communicated to employees and staff training as provided where applicable.
- All employees benefit from a non-contributory Death in service insurance plan after 12 months continuous service.

Signed:



Position:

Managing Director (Edwin Pilsworth)

Date:

April 2023