

Corporate Social Responsibility Policy Statement

A big part of making Robert Heath Heating a great place to work is acknowledging our responsibilities to our employees, our community and the environment. Our CSR policy focuses on these three core commitments:

- We believe that for our employees the company should be a positive, inclusive and safe place to work
- We want to be engaged with our community, using our time and resources to improve other peoples' lives
- We recognise that we can significantly reduce the impact our business activities have on the environment

Our Employees:

- Investors in People: We are committed to achieving IIP accreditation by the middle of 2010.
- Equal opportunities and diversity: We are committed to ensuring equal opportunities and promoting diversity both within RHH and in the work we undertake on behalf of our clients.
- Training and Development: The ongoing development of our employees is vital to our success and the investments we have made in the last three years will continue.
- Motivation: While we take our work seriously we want the company to be an enjoyable place to work and firmly believe that this is a key contributor to keeping our people motivated.
- Health & Safety: We operate a comprehensive Health & Safety Policy and work to ensure a safe environment for our employees and visitors.

Community:

- Charitable giving: Each year we support individual charities through the proceeds of raffles and competitions as well as by donating directly to charities and sending e-cards rather than Christmas cards.
- Charitable events: We support a number of annual charitable events including the Macmillan Cancer Support Run.
- Supporting employee initiatives: We operate a Payroll Giving scheme allowing our employees to support their chosen charities that benefit from the tax relief immediately.
- Volunteering: As part of our commitment to IIP we are looking to set up volunteer groups from amongst our employees to help children from Burlington Road Infant and Nursery School with reading.

Environment:

- Compliance with legislation: As part of our policy we ensure that we comply with legislation and are particularly conscious of the disposal of potentially harmful waste. We select our suppliers based on their ability to provide a green and ethical supply chain.
- Recycling: We have a number of receptacles positioned throughout our offices to encourage the recycling of paper, cans, glass and plastics. We also donate or recycle all old IT equipment.
- Energy use: All lighting and electronic equipment is switched off at night.
- Sustainable procurement: We ensure that the goods and services we purchase are the most environmentally friendly solutions and where possible buy fair trade, recycled and recyclable products.



M L Heath
Managing Director
28th March 2013

