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# Corporate Social Responsibility Statement

This is the statement of general policy and arrangements for:

**Grillatech Limited**

Overall and final responsibility for Corporate Social Responsibility Policy:

Dave Stanley

Corporate Social Responsibility (CSR) is the concept whereby organisations integrate social and environmental concerns into their business operations and into their interaction with their stakeholders on a voluntary basis. It is extended to treating employees, customers and any people we are in contact with fairly and equally.

Grillatech are fully committed to the principle of CSR and intends that CSR should become embedded, where appropriate, into its policies and practices to the benefit of staff as well as the wider community.

Grillatech is committed to provide

- Clear direction and strong leadership
- Interaction and involvement in the local community
- Respect for staff, customers and the local environment
- Commitment to Equality and Diversity
- Commitment to maintain ethical standards

Our CSR commitments is communicated to staff and includes:

**Professional development:** We work with junior and young adults across the fields of cyber-security and we are encouraging and respectful of culture, sexuality, ethnicity and neurodiversity.

**Professional circumstance;** Grillatech offer fair working hours and remuneration and opportunities to all staff. We support fair employment and labour standards with our suppliers and customers. We have fair and documented disciplinary procedures.

**Equality of opportunity:** Grillatech is taking steps to ensure its employees have an awareness of the needs and views of others. Staff should respect the culture, sexuality and ethnicity of all members of the community.

**Working environment:** Grillatech strives to achieve a healthy work life balance. All employees are encouraged to develop the business and be involved with its growth.

**Community involvement:** Our staff are encouraged to become part of the local community. Our services encourage safety and our customers value our services. We feel we contribute to the awareness and growth of our industry and we promote diversity and equality through training and example.



**Charitable functions:** Grillatech will actively seek local charities to contribute towards. Our aim is to contribute, either via donation, support or pledge of free services, to at least 2 charities / charitable events per year.

**Environmental policies:** Office staff and field staff try to recycle wherever possible in accordance with our environmental policies. We support sustainable procurement of all and any office supplies and support sustainable water, waste and pollution management.

**Health and safety:** We promote health and safety of our staff, customers and suppliers in line with our Health and Safety policy.

**Wellbeing:** We encourage staff in personal wellbeing and health including exercise and participation.

**Global issue:** We make staff aware and support messages in relation to child labour and trafficking of any person or animal. We support the prevention of forced, bonded and involuntary imprisonment.

**Finance issues:** Grillatech train staff on bribery and corruption issues.

**Ecological:** Wherever possible, we support sustainable energy, biodiversity and waste management. We include this in all travel decisions.

Grillatech understand that CSR is a cultural objective and we are considerate of changes and additions to responsibilities in our decisions.