

# IMS 6207 Corporate Social Responsibility Policy Statement V4



It is the aim of DSA Electrical to achieve clear and definite standards of ethical behaviour through all areas of its operations. The Company takes responsibility for creating wider benefits both within and around its business and endeavours, to make its impact a positive one which improves the lives of others, and reduces the risk of harm to people and the environment.

## Business Conduct

As a business we focus on maintaining a strong and competent service, treating clients as mutual partners and working with sub-contractors, suppliers and our workforce fairly and ethically. The DSA Electrical reputation dictates a high level of quality, robust management systems and safe working practises. It is our goal to safely complete all projects on time, within budget and to the required quality. We are certified ISO 9001 (Quality) and operate a quality management system (QMS) compliant with this accreditation. Our QMS is linked to the Company business strategy and key performance indicators (KPIs).

## Supply Chain Management

DSA Electrical only employs suppliers and sub-contractors whose ethics and values are aligned to that of our own, and conduct pre-employment checks to ensure this is the case. We will maintain strong working relationships and standards by consistently meeting agreed payment terms and evaluating services provided.

## Client Satisfaction

Through excellent planning, employing quality people, and a commitment to innovation and value engineering, we understand, meet and exceed the needs and expectations of our clients and stakeholders.

## Safety, Health and Environment

We are committed to planning and executing all operations in a manner that safeguards the health, welfare and safety of all employees, supply chain, clients, the public, and end users. DSA Electrical advocates a behavioural safety and worker engagement approach to SHE in the workplace. A strong safety culture through regular training, safety briefings, seminars, supervision and performance reviews results in every worker becoming responsible for SHE in the workplace. We work at all levels of the business to guarantee safety is our highest priority and strive to become an 'injury free workplace.'

## Environmental Impact

DSA Electrical will continue to look at reducing the impact we have on the environment as a result of our operations. Our dedication to reducing our waste to landfill through innovation and a proactive attitude to waste and energy reduction is evidenced by our ISO 14001 (Environmental) certification.

## Sustainability

DSA Electrical strives toward finding new opportunities to work with clients and specialists in the development of pioneering and sustainable design within electrical contracting.

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## Training and Development

DSA Electrical recognises that people are our most valuable asset and their performance is the key to the quality of service we provide. Through investing in our recruitment, training and development of employees we will retain the best possible talent. We adopt critical Human Resource Development and Management practices with a view to making work a force for good; our aim is to be an employer of choice.

## Community Engagement

We are fully committed to adding value to the communities within which we work. Being a good neighbour means we actively interact with community groups, volunteer, and support educational and government initiatives, including careers events, STEM (Science, Technology, Engineering and Maths) initiatives, Essex Skills Board Construction Group Action Forum, and Inspiring Futures. We foster local business relationships through sourcing local labour, equipment and materials where possible, and will continue to champion community engagement throughout the industry.

Our senior management team lead by example; two volunteer as Governors at local schools and our Managing Director is a regional board member for the Chartered Institute for Housing.

A handwritten signature in black ink, appearing to read 'Rachel Richards'.

Rachel Richards  
**Managing Director**  
12<sup>th</sup> November 2021