

Corporate Social Responsibility & Ethical Procurement Statement

All company policies cover the subsidiaries of GBE Converge Group Ltd; GB Electronics Ltd, Converge Technology Ltd and GBE Converge B.V trading as GBE Converge

Introduction

The Company is a socially and environmentally responsible business. We are a major fire & security and information technology provider business providing essential life safety and asset protection services for the community in facilities such as hospitals, places of education, law courts, offices, industrial buildings and leisure establishments.

Our activities have an impact on the environment, our people, the communities in which we operate, our customers and supply chain plus the people who occupy our buildings. We are accountable for ensuring we minimise that impact by approaching our business aims responsibly and by responding to the different concerns and demands of our people, while remaining profitable and competitive. This means conducting our activities according to rigorous ethical, professional and legal standards.

In this way, GBE Converge continues to deliver high-quality design, installation, maintenance, operational and management services that help ensure a sustainable built environment for future generations. In all aspects of our responsibilities, we work closely with our employees, clients, suppliers and subcontractors. We strive to balance short-term and long-term interests by integrating economic, environmental and social considerations into our strategic decision-making. We are open-minded in dialogue with those who are affected by our operations and communicate with our people in a timely and effective manner.

This statement provides the basis for managing our corporate social responsibilities and forms the starting point for developing and implementing our policies and procedures in this area.

Our people: we are committed to our employees.

We recognise the need to be able to attract, recruit and retain employees with the potential, skills and experience necessary for the continued growth and development of our business. The commitments to our people are embodied within the following:

- Health, safety and wellbeing – health and safety is a key priority for our business. We are committed to maintaining and continuously improving standards of occupational health and safety for all our employees, subcontractors and those affected by our activities including members of the public.
- Equality and diversity – we are committed to providing an inclusive working environment where all employees are treated with courtesy, dignity and respect and where everyone feels valued irrespective of gender, ethnicity, sexual orientation, disability or age. We are committed to the principle of equal opportunities in employment and ensuring that no applicant or employee receives less favourable treatment.
- Learning and development – we are committed to creating a learning culture and providing opportunities to ensure that our people are equipped with the skills and knowledge to maximise business effectiveness. We will also support our people in realising their potential while contributing to the development of the business and the achievement of its objectives.

Our customers: we strive to satisfy our customers.

We work in partnership with our customers, be they main contractor or end user to deliver quality projects on time, safely and with due regard to the environment. We will work with and support them in developing sustainable solutions to meet their needs. We shall ensure that we remain vigilant to any site specific aspects and impacts and remain compliant to EN

ISO14001:2015 at all times throughout tender, install and maintenance of any services offered.

Our communities: we promote good community relations.

By its very nature, involvement in new construction, refurbishment and maintenance of building services has an impact upon the local environment, the end users and the wider community. We take a proactive stance in ensuring that our work causes the minimum of disruption to our neighbours and their communities. We also aim to make a positive contribution by becoming involved with main contractor inspired initiatives and schemes, thereby ultimately promoting and enhancing good community relations.

Our Suppliers & Subcontractors: ensuring ethical & responsible sourcing or materials & labour.

We insist on ethical standards from our suppliers & subcontractors and in turn we must exhibit the highest ethical standards ourselves.

It is the duty of all our employees, but particularly those involved with the procurement process to ensure an unimpeachable standard of integrity with all internal and external relationships and to reject, and where appropriate, raise concerns to the senior leadership team, practices which might be reasonably deemed improper or inappropriate.

GBE Converge require our suppliers and subcontractors to ensure that the following principals are adhered to:

- Working conditions are safe
- Good Health is promoted
- Employment is freely chosen
- Working hours are not excessive
- Wages meet at least national legal standards
- Training is provided
- No discrimination is practised
- Diversity and good workforce practices are encouraged
- Child labour is eliminated
- No inhumane treatment is allowed.

Environment: acknowledging our responsibility to future generations.

Environmental management: we strive to improve our environmental performance.

We take all reasonable steps to manage our operations so as to minimise our environmental impact and promote good environmental practice. We acknowledge our responsibility to the natural environment and strive to minimise any negative impact from our operations.

Energy and resources: we will improve efficiency.

Climate change is one of the key environmental challenges our business faces and we are committed to regularly reviewing our business practices and performance to identify how we can reduce our requirements for energy, transport and water usage. We will also promote good practice in respect of recycling and waste minimisation. Where possible, in collaboration with our clients and suppliers, we will use alternative materials and methods to optimise the use of resources.

Innovation: we innovate to find balanced sustainable solutions.

Innovation is essential for the development of our business and for creating vibrant sustainable solutions in the built environment. We aim to stimulate sustainable solutions that balance economic, environmental and social issues. We believe that by acting upon these commitments we are creating value for our customers, employees and broader society.

Jason Buttle
Director





Dated: 25th November 2022