



CORPORATE SOCIAL RESPONSIBILITY (CSR)

COMPANY STATEMENT

Production Concepts Ltd takes the responsibility of Corporate Social Responsibility (CSR) seriously and we understand the impacts our decisions have on our workforce, society, and the environment. Production Concepts Ltd are committed to ethical and sustainable business practice.

Our Corporate Social Responsibility (CSR) company policy outlines our duty to give back to the world as it gives to us. We have an obligation beyond our own interests to help preserve and protect our natural environment, to help support our local and wider communities as well as our legal duty of adhering to laws and practices. We are also committed to supporting our staff and putting an emphasis on the value of our employees.

CORPORATE

Production Concepts Ltd aims to create a workplace that encourages diversity and equal opportunities for all. We actively encourage professional development and we continue to review our processes as our business grows. We actively support employee health and well-being and continue to evolve our employee benefits program to ensure we meet their needs. We review processes regularly to ensure that we are meeting our staff's needs and obligations.

Ethical Business Practices

We commit to:

- Conducting business with honesty, fairness, and transparency.
- Complying with all applicable laws, regulations, and standards.
- Avoiding conflicts of interest and ensuring fair competition.
- Protecting and respecting intellectual property rights.



Workplace Practices

We are dedicated to creating a positive and inclusive workplace by:

- Providing equal opportunities regardless of race, gender, age, disability, or background.
- Promoting a culture of respect, collaboration, and continuous learning.
- Ensuring a safe and healthy work environment.
- Supporting work-life balance and employee well-being.

Human Rights

We respect and uphold human rights by:

- Ensuring fair labour practices and safe working conditions.
- Prohibiting forced labour, child labour, and discrimination in our operations and supply chain.
- Supporting freedom of association and collective bargaining.

Supplier Responsibility

We expect our suppliers and partners to adhere to ethical standards, including:

- Compliance with all applicable laws and regulations.
- Upholding principles of fair labour, environmental stewardship, and ethical conduct.
- Ensuring transparency and accountability in their operations.

SOCIAL

Production Concepts Ltd is committed to building a workplace culture that promotes employee volunteering, skills matching, and fundraising. We actively support local businesses and the communities in which we operate and actively donate to charities.

Community Engagement

We believe in giving back to the communities where we operate by:

- Supporting local initiatives and charities.
- Encouraging employee volunteerism and community involvement.
- Investing in community development projects and partnerships.
- Promoting education, health, and social welfare programs.



Governance and Accountability

We ensure effective governance and accountability through:

- Regular review and update of our CSR practices and policies.
- Transparent reporting on our CSR initiatives and progress.
- Establishing mechanisms for stakeholder feedback and engagement.
- Setting measurable goals and targets for continuous improvement.

Communication and Reporting

We commit to:

- Communicating our CSR efforts and achievements to stakeholders.
- Providing regular updates on CSR performance through reports and public disclosures.
- Engaging stakeholders in dialogue on CSR matters and incorporating their feedback.

Review and Continuous Improvement

We are committed to continuously improving our CSR practices by:

- Regularly reviewing and updating this policy to reflect changes in laws, regulations, and stakeholder expectations.
- Encouraging innovation and best practices in CSR.

ENVIRONMENTAL

Production Concepts Ltd recognises that it has a responsibility to the environment beyond legal and regulatory requirements. Production Concepts Ltd are committed to reducing our environmental impact and continually improving our environmental performance as an integral part of our business strategy and operating methods, with regular review points.

Environmental Responsibility

We strive to minimize our environmental footprint through:

- Implementing energy-efficient practices and reducing greenhouse gas emissions.
- Promoting recycling and waste reduction across all operations.
- Supporting the use of renewable resources and sustainable materials.
- Encouraging responsible water use and management.



Production Concepts Ltd take steps both internally and externally to show our commitment to reducing our environmental impact. Below is a summary of our actions:

Internally	Actions (with examples below)
Waste management	<ul style="list-style-type: none">• We will reduce the amount of waste produced and recycle where possible.• We will prevent the release of pollutants that can cause environmental damage (if relevant).
Office Supplies	<ul style="list-style-type: none">• We will evaluate the environmental impact of any new products we intend to purchase.
Monitoring and improvement	<ul style="list-style-type: none">• We will continually improve and monitor environmental performance.
Maintenance and office cleaning	<ul style="list-style-type: none">• The cleaning materials we use will be checked to ensure it's as environmentally friendly as possible.
Energy	<ul style="list-style-type: none">• Lights and electrical equipment will be switched off when not in use and our heating will be adjusted with energy consumption in mind.
Our people	<ul style="list-style-type: none">• We will increase employee awareness through training.• We will involve staff in the implementation of this policy, for greater commitment and improved performance.
Water	<ul style="list-style-type: none">• We will avoid water wastage wherever possible.
Chemicals and hazardous substances	<ul style="list-style-type: none">• Wherever possible we will substitute substances that are harmful to the environment with those that have less of an impact.
Legal duties	<ul style="list-style-type: none">• We will keep up with changes in environmental law and ensure we are fully compliant with our duties.



Externally	Actions (with examples below)
Transportation	<ul style="list-style-type: none"> Where possible, we will promote the use of alternatives such as email or video/phone conferences in place of face-to-face; We'll reduce the need to travel, wherever possible.
Customers, suppliers, and other stakeholders	<ul style="list-style-type: none"> We will work with suppliers, contractors, and sub-contractors to improve their environmental performance.
Contractors	<ul style="list-style-type: none"> We will work with contractors who are equally as committed to reducing their environmental impact.

RESPONSIBILITY

The Company Directors are responsible for ensuring that the environmental policy is implemented. However, all employees and contractors have a responsibility in their area to ensure that the aims and objectives of the policy are met.

Position	Print Name	Signature	Date
Company Director	James Deakin		31/10/2023
Company Director	Greg Deakin		31/10/2023
Company Director	Stefan Chadwick	STEFAN CHADWICK	31/10/2023

Review date: October 2024