

Corporate and Social Responsibilities Policy

FIRMA Engineering Ltd recognise that Corporate Social Responsibility (CSR) matters are of increasing importance to staff and interested parties, including candidates and clients, and are fundamental to the continued success of the organisation.

FIRMA Engineering Ltd believes that its CSR Policy shall provide long-term benefits to its employees, customers, partners and individuals in the community, and will focus on the eight key areas:

Employees – Respecting the values of employees, providing good conditions of work and equal opportunities, improving employee satisfaction and through training, developing their intellectual capacity for their greater benefit and quality of life.

Health and Safety – Embedded in all activities and processes for the provision of a safe working environment, wherever that may be.

Relationships with Customers – Being responsive to customer needs and providing a quality assured service that intrinsically incorporates all relevant legislative considerations.

Suppliers and Partners – Treating suppliers fairly.

Environmental Impacts – Managing business development activities in order to maximise on recycling opportunities and minimise the risk of pollution/waste.

Community involvement – Charitable giving and engagement with local communities through funding, support, and work experience programmes.

Ethos – Encouraging high standards of professionalism throughout the company and promoting best practice in respect of ethical behaviour.

Modern Slavery – We are committed to the protection of human rights and comply with all national laws of the jurisdictions in which we operate. We respect all international treaties including the United Nations Declaration on Human Rights and the UK Modern Slavery Act 2015.

The Organisations CSR are implemented and maintained through the following key Policies:

- Quality Assurance
- Health & Safety
- Ethical Conduct
- Anti-Bribery
- Environmental

For further detailed information on our Corporate and Social Responsibilities Policy please contact FIRMA Engineering Ltd at; info@firma-engineering.com and request a copy of our full policy FECSR-001.