



Group Corporate Social Responsibility Policy Statement January 2025

1.1 Introduction

We are a Manufacturer of performance doorsets, employing over 200 people across two factories in Mansfield. Our goal is to develop a long-term sustainable business creating employment opportunities in the area with minimal impact on the surrounding environment.

The prosperity of our Group business and of the communities within which we operate requires a commitment to the sustainable management of our activities.

We have therefore developed a number of policies that affect and enhance all areas of our business. We wish to adopt and commit to the principles and practices set out below.

1.2 Staff/People

We are committed to the well-being and continual development of our people and to training our workforce, where employees are appreciated, valued, and given regular feedback so that each employee has a clear understanding of their role and how they contribute to the business.

We operate a meritocracy, where all employees are recognised and rewarded on the basis of their performance, effort, contribution and achievements.

We expect our employees to act with integrity towards one another and exercise a high standard of business practice and workmanship.

We support diversity, fairness and equal opportunities and aim to involve and consult regularly with employees as to the direction of the business.

1.3 Customers

We aim to build long term relationships with all our customers and other stakeholders by understanding their objectives as they evolve over time and meeting their needs.
We aim to give fair value, consistent quality and reliability.

We aim to have the highest professional and ethical standards and will be honest, open and transparent in all our dealings with customers.

1.4 Suppliers

We aim to create and maintain strong relationships with key suppliers and contractors.
We aim to choose suppliers that share our ethos in relation to employment practices, quality and environmental controls. This will be communicated to all suppliers and potential suppliers.
We will only source FSC timber within our product base and we will only work with suppliers who are EUTR accredited.



1.5 Health & Safety

We aim to achieve and maintain the highest standards of health and safety and provide a safe and healthy working environment for all our activities.

We have a current and effective written health and safety policy that is regularly reviewed and updated.

1.6 Environment

We have implemented an environmental policy appropriate to our business including the investment in two biomass boilers to reduce landfill and carbon fuel consumption.

We are aware of our environmental impact as a business and have taken and continue to take appropriate steps to mitigate that impact, including setting environmental objectives and targets, implementing procedures and providing training so employees and contractors understand their environmental responsibilities and can seek to improve our environmental performance.

1.7 The Community

We recognise and understand the significance of the local community within which we operate. We aim to enhance our contribution to the community by being sensitive to the needs of local people and groups and promoting ethical and socially responsible trading. We actively support and donate to the following charities/non-profit organisations within our community, such as;

- Children in Need,
- Macmillan's
- Francis House Children's Hospice
- Save the Children

This Corporate Social Responsibility Statement has been approved and authorised by:

Name: Ash Malhan

Position: Group CEO

Date: January 2025

Signature: *Ash Malhan*