

Code of Ethics & Corporate Social Responsibility Policy

Simer Environmental Services Ltd delivers environmental and mechanical services across the South of England and is committed to operating responsibly towards our employees, clients, suppliers, communities and the environment.

1. Our Commitment

We recognise our responsibility to operate ethically, sustainably and transparently in all aspects of our business. We are committed to acting with integrity towards our employees, clients, supply chain partners, local communities and the wider environment.

This Policy reflects our alignment with internationally recognised standards including the United Nations Global Compact Ten Principles and relevant UK legislation governing human rights, labour standards, environmental protection and anti-corruption.

This Policy should be read in conjunction with our Health & Safety Policy, Environmental & Carbon Commitment Policy, Equality, Diversity & Inclusion Policy, Anti-Bribery & Corruption Policy and Information Security controls.

2. Ethical Conduct & Governance

We conduct our business with honesty, transparency and accountability.

- We do not tolerate bribery, corruption or unethical inducements.
- We operate in accordance with the UK Bribery Act 2010.
- Conflicts of interest must be declared and managed transparently.
- Accurate records and financial integrity are maintained at all times.
- Concerns regarding unethical conduct may be raised confidentially and without fear of retaliation.

Our Directors maintain oversight of ethical compliance through governance reviews and internal audit processes.

3. Human Rights & Labour Standards

We support and respect internationally recognised human rights and are committed to ensuring that we are not complicit in human rights abuses.

We:

- Oppose all forms of forced, compulsory or child labour
- Promote equality, diversity and inclusion
- Provide a workplace free from discrimination, harassment and victimisation
- Uphold fair pay and safe working conditions
- Support employee wellbeing and professional development

We expect similar standards from our supply chain and conduct due diligence where appropriate.

4. Environmental Responsibility & Climate Commitment

We operate an ISO 14001 certified Environmental Management System and are committed to reducing environmental impact across our operations.

We:

- Comply with all environmental legislation and regulatory requirements
- Promote energy efficiency and lower carbon technologies
- Support lifecycle extension of plant and equipment
- Apply the waste hierarchy: reduce, reuse, recycle before disposal
- Monitor and manage environmental risks associated with our activities

Through technical advice and plant modernisation projects, we actively support our clients' carbon reduction and sustainability objectives.

5. Supply Chain Responsibility

We work with suppliers who share our ethical and environmental standards.

- Suppliers are expected to comply with applicable labour, environmental and anti-corruption laws.
- Modern slavery risks are not tolerated.
- Environmental and compliance performance are considered when selecting subcontractors.

We reserve the right to review supplier conduct where concerns arise.

6. Health, Safety & Wellbeing

The safety of employees, clients, tenants and the public is fundamental.

We:

- Operate robust health and safety management systems
- Provide training and competency assurance
- Conduct risk assessments for all works
- Promote a culture of reporting and continuous improvement

Safety performance is monitored through governance and performance reviews.

7. Data Protection & Information Integrity

We recognise our responsibility to protect confidential information.

We:

- Comply with UK GDPR and Data Protection legislation
 - Maintain secure systems and controlled access to data
 - Ensure accurate, transparent reporting
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8. Community & Social Value

We aim to make a positive contribution to the communities in which we operate by:

- Supporting local employment
 - Investing in workforce skills and training
 - Delivering safe, efficient building services that support public facilities
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9. Accountability & Review

This Policy is approved by Managing Director and reviewed annually to ensure alignment with evolving legislation, industry standards and stakeholder expectations.

All employees and subcontractors are expected to uphold the principles outlined within this Code of Ethics & Corporate Social Responsibility Policy.



Managing Director

January 2026

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This policy is made available to relevant interested parties externally on request and internally through training and awareness programmes.