

Corporate Social Responsibility Policy

Overview

Corporate Social Responsibility (CSR) refers to the way in which businesses regulate themselves in order to ensure that all of their activities positively affect society as a whole. CSR policies aim to guarantee that companies work ethically, considering human rights as well as the social, economic and environmental impacts of what they do as a business. Businesses should meet, and aim to exceed, any relevant legislation, and if legislation does not exist in a particular area, the company should ensure they carry out best practices anyway.

S2S Electronics Ltd are committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

Who we are and what we do

S2S are a specialist IT and electronics asset recovery company who specialise in the collection of redundant IT assets to refurbish and reuse or recycle the components and raw materials so that they can be reused. S2S has traded since 1987 and employs over 40 people at its head office in Rotherham, South Yorkshire. In the last financial year (2023) the company turned over £3.7M and we aim to make 10% margin on our sales. S2S work with leading financial institutes, Government departments, FTSE 100 companies and many SME's and smaller business to provide a secure collection and disposal service for redundant electronics and IT equipment. Our Company Mission Statement is '**Providing secure, Innovative and sustainable solutions for electronics recycling that protects the environment and eliminates reputational risk**'. Our values include **Secure, Transparent, Innovative, Sustainable & Auditable**. S2S are highly accredited and CSR is key part of the business; we are one of only a handful of business in our sector who produce a CSR report have committed to the UN Net Zero Campaign. S2S have also aligned its CSR work with the UN sustainability goals such that we have identified 3 key areas and made a high level commitment to these and have set goals and targets to achieve for each goal.

Looking after Employees (UNSG01, UNSG05, UNSG08, UNSG10)

S2S employees are our greatest asset. To retain loyal and productive employees, it is vital to maintain a good working environment. S2S have always maintained compliance with employment legislation and have policies in place for, Modern Slavery and Equality & Diversity. S2S will continue to make a conscious effort to maintain channels of communication with employees by conducting employee engagement exercises, which help us learn, where as a business, what we do well and where we need to improve. We employ an in-house dedicated HR Manager who ensures actions from engagement exercises are implemented. Our most recent employee engagement lead to a number of commitments from the business:

- *A commitment to becoming a Living Wage Employer by the end of 2022*
- *Increased Employee and Management Training*
- *Regular Employee Appraisals and regular Feedback*
- *Recognised Reward Scheme*
- *Free Medicash Healthcare Scheme to enable employee access to funds for most common health needs.*
- *Promote access to Mental Health needs of employees*
- *Targets in place to ensure Gender Equality within the business*



Looking after Customers (UNSG08, UNSG17)

It's important that we continue to look after customers, to make sure that they have a positive and lasting impression on our business. The key to this for S2S is customer retention. We appoint Account Managers whose job it is to manage clients, make sure they are happy and keep coming back. S2S undertake Marketing functions to keep in touch with clients and ensure continual contact with existing customers. We also promote and encourage feedback so we can look at how we are doing and if we could improve, in accordance with our ISO 9001 Accreditation. In addition, customer engagement is a key part of the ADISA Standard which we work to in relation to our ITAD operations. The Standard ensures we engage with clients on each and every job to make sure the service is tailored to meet their security and environmental needs. We also ensure all our customers have second user IT equipment, mobile phones and tablets available to purchase from us to reduce their consumption and overall carbon footprint.

Suppliers' Standards (UNSG08, UNSG11, UNSG17)

It is vital to ensure that S2S use good suppliers and maintain a good working relationship with them. S2S work closely with suppliers, by maintaining an Approved Supplier List, risk assessing all suppliers and ensuring they complete our standard questionnaires on Security, Health and Safety, the Environment and Quality systems, so we can understand their current stance and commitments. S2S will also ensure all suppliers are paid in a timely manner. One of our key target areas for the UN sustainability goals is to ensure that at least 25% of business is placed with local suppliers to S2S's head office. We also continue to work with suppliers to help them reduce their consumption and waste in line with the UN sustainability goals.

Protecting the Environment (UNSG07, UNSG11, UNSG12, UNSG13, UNSG14, UNSG15)

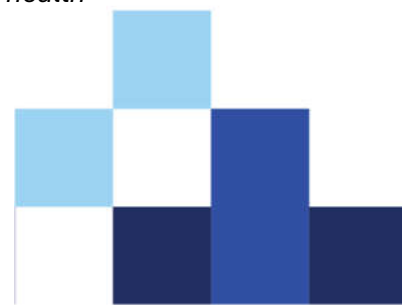
S2S has committed to the UN Race to Zero to keep global warming at 1.5 degrees C by 2050. We do this by measuring Scope, 1, 2 and 3 emissions for the business and then we get these figures independently recorded through the Science Based Targets initiative. There are a number of initiatives S2S have committed to, including:

- *Reducing energy Usage by fitting LED lights throughout the business*
- *Going onto green Tariffs for Utilities*
- *Fitting Solar Panels to our roof to help our drive towards self sufficiency*
- *Implementing targets for improving reuse rates and recycling rates within business*
- *Implementing targets for efficient Vehicles in our fleet by 2030*
- *Cycle to work scheme in place*

Community Engagement (UNSG15, UNSG17)

As a business, it is important for S2S to continue to engage with the local community. These are the initiatives S2S have worked on/are working on:

- *Sponsorship of local sports Teams in South Yorkshire and East Yorkshire*
- *Working with nominated charities each year to raise money*
- *Golf Day each year to raise money for Charity*
- *S2S Has a standalone [Biodiversity Policy](#).*
- *S2S Biodiversity zone within the grounds of S2S to promote community health*
- *Apprenticeship Scheme for young people in the local area*



- *Donation to local food banks*

Measurement

The alignment of S2S with the **UN Sustainability Goals** means that S2S have clear commitments and targets, we have also aligned them to our ISO 9001 and ISO 14001 targets which are all monitored and reviewed each quarter as part of our management review meetings.

Version Control Table

Version	Date	Author	Status	Description of Change
1.1	20/03/22	AD	First Policy	None
1.2	24/03/22	RH	Live	Updated targets and wording
1.3	23/01/23	KL	Live	Updated wording to include biodiversity policy
1.4	24/04/24	KL	Live	REBRAND ONLY
Approved Date: 24/04/2024				
Approved By: Rachel Hall				
Review Date: To be reviewed at least annually or upon significant change. Please note reviews are not recorded in version control table but in the document review file.				
Responsible Manager: Rachel Hall				
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