

# Sustainability Policy Statement



**INDEPENDENT CONTROL SYSTEMS LTD.** recognises that our business activities are directly and indirectly responsible for social, economic and environmental impacts.

Accordingly, we are committed to the values of sustainability, and strive to reduce any detrimental impacts associated with our business, whilst maximising the benefits of our work.

We aim to contribute to economic development whilst ensuring that we deliver and maintain a positive impact on the communities and environment in which we operate. **INDEPENDENT CONTROL SYSTEMS LTD.** endeavours to leave a long-term legacy for all stakeholders.

## **INDEPENDENT CONTROL SYSTEMS LTD. is committed to:**

- Working with local authorities to support the employment and training of local labour, whilst ensuring that our labour force has an opportunity to enhance their qualifications.
- Training every trade-based employee to achieve at least NVQ level 2 in their chosen trade or specialist area.
- Employing those who are committed to improving sustainability issues.
- Implementing environmental best practice to reduce the negative environmental impact of our operations.
- Monitoring our environmental performance and publishing reports to increase both the environmental awareness of our staff and our accountability to wider stakeholders.
- Actively promoting a sustainable approach, within **INDEPENDENT CONTROL SYSTEMS LTD.** and our supply chain, during the delivery of our projects.
- Adopting the principles of resource efficiency by optimising the use of natural materials, encouraging the use of alternative materials and to actively implementing the waste hierarchy.
- Achieving prosperous financial performance that maintains and improves our employees' living standards.
- Promoting a healthy, diverse and inclusive workforce.
- Delivering high quality projects recognised for their sustainability credentials.
- Not being directly or indirectly involved in activities that violate human rights by operating within the international laws concerning labour practices, recognising the fundamental rights at work.

The implementation and monitoring of this policy, together with raising awareness of our employees, is the responsibility of Company Directors and management. The success of this policy rests with the commitment of all employees to ensure that our environmental management procedures are effectively followed.

Signed:

Nick Darrall - Managing Director  
INDEPENDENT CONTROL SYSTEMS LIMITED  
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