



## **Corporate, Social Responsibility, Equality & Diversity Policy**

**Our Commitment, Our Values, Who We Are:** Founded in 1966 as a sub-contract engineering company, Zeus Engineering serves the whole of the United Kingdom. We are fully committed to total customer satisfaction and have developed a reputation for providing an efficient, high quality precision machining, manufacturing and repair service to a wide variety of industries.

**Safety, Wellbeing and Quality Management:** We are accredited to the ISO 9001:2015 Quality Standard, the OHSAS 18001:2007 Health and Safety Standard and BS EN 1090 Factory Production Controls Standard. We are members of RoSPA and support their mission to save lives and prevent workplace injuries. We hold accreditations to both the Institute of Occupational Safety and Health (IOSH), and the International Institute of Risk and Safety Management (IIRSM). We invest in our employees' wellbeing by operating a comprehensive Occupational Health Surveillance Programme in line with our customer and regulatory requirements.

**Environmental Management:** Sustainability, waste, energy and water management. We are accredited to the Environmental Management Standard ISO 14001:2015. We hold membership of the Institute of Environmental Management and Assessment (IEMA) Our goal is to reduce our impact on the environment through a commitment to continuous improvement.

**Communication and Awareness:** From top to bottom and back with customers, suppliers and employees. When carrying out our business in consultation with our customers, we review the environmental, social and economic issues involved, then clearly set out the agreed terms and conditions in line with these requirements. All senior staff are trained to recognise and support employees with any mental health issues.

**Equal Opportunities, Diversity and Discrimination:** In line with The Equality Act 2010, we recognise that discrimination is not only unacceptable, it is also unlawful. Our aim is to ensure that no job applicant or employee is discriminated against, directly or indirectly, on any unlawful grounds. All promotions will be made on merit in line with the principles of the policy. Employees who have a disability will receive the necessary help, within reason, to enable them to carry out their normal duties effectively. This policy will be assessed at regular intervals to ensure that equality of opportunity is afforded to all employees.

**Social Responsibility:** We support the local community through employment opportunities, charitable donations and sponsorship. We also purchase office supplies from charitable organisations. We are committed to ensuring that our business is conducted in all respects to rigorous ethical, professional and legal standards including compliance and adherence to the Modern Slavery Act 2015. We will not tolerate bribery or corruption in any shape or form within our supply chain. All groups and individuals with whom we have a business relationship with will be treated in a fair, open and respectful manner.

**This document was last reviewed November 2020.**

**A signed copy of this statement is available on request.**