

Corporate Social Responsibility

2024

www.unitbirwelco.com



Message from our CEO

We are a global engineering and manufacturing business with divisions in the UK and India as well as partnerships in The Kingdom of Saudi Arabia, Turkey, South Korea, and many other regions.

We work with blue chip clients delivering complex engineering projects, working in a way which is sustainable, ethical and that has a positive economic, social, and environmental impact for our stakeholders.

No matter how small, we can all play a part in improving the world we live in and in the way we conduct business and operate.

Our business transformation continues embedding a culture of improvement in everything that we do including implementing and developing our management systems for ISO9001, ISO14001, and ISO45001 across our global locations, maintaining our carbon negative status, developing our team, recruiting apprentices, and working with graduates from universities.

UnitBirwelco Energy manufactures our basket of products that we believe has a positive impact on the environment for our clients and has seen exceptional interest in its products and we expect further growth in the product range. We are replicating our systems in our business in India as we continue to improve our global operations in ways that have a positive affect both internally and externally.

Our team at UnitBirwelco Ltd continues to transform the business with resilience despite the headwinds of recent years.

-Cy Wilkinson, CEO



Our journey so far

Our CSR journey is a testament to our unwavering dedication to responsible business practices that extend beyond profit margins. Throughout the pages of this report, we invite you to explore the different ways in which we have harnessed our resources, innovation, and influence to contribute to a more sustainable and equitable future.

From environmental stewardship and carbon reduction to ethical governance and employee well-being, our commitment to creating lasting value for all stakeholders is at the heart of everything we do.

Strategy For Business

As we navigate the complexities of today's global landscape, we remain steadfast in our belief that businesses can be a force for good. This report not only chronicles our achievements but also serves as a blueprint for the continued evolution of our CSR strategy.

Join us on this journey as we strive for excellence, guided by the principles of integrity, inclusivity, and sustainability, setting new standards for responsible corporate citizenship.



Interested Parties & Compliance Needs



Owners/ Shareholders

Profitability, Growth, Corporate Governance, legal compliance



Board report, Communications meeting- Responsibility and authority to demand compliance



Customers

Price, reliability, value, ISO credited



Business events, Surveys, Website, Social Media, Meetings- Moral duty to use only compliant suppliers. Strict adherence to technical standards



Employees

Shared values, security, shared values



Communications, Email, Notice boards, Employee forum, open door policy - Knowing that the company is environmentally aware and responsible



Regulatory & Statutory

Compliance & reporting - Corporate Governance



Seeking proper advice when necessary, Website- Reporting when due

External Providers & Business



Partners

Common approach, communication, shared values



Annual Report, Website, Social Media - vested interest in our legal compliance



Local Community

Being good neighbors, socially & environmentally acceptable



Community & University partnership - Compliance with "nuisance regulations" e.g. noise and smoke

Who are they?

Are these needs compliance obligations?

Compliance required?

Interested parties

Successful partnerships!

What do they need?

Our guide to successful partnerships

Needs & expectations

Organisational Governance

The 7 Core subjects of social responsibility – practicing accountability and transparency at all levels of our organisation ; using leadership to create an organisational culture which uses core values of social responsibility when making business decisions. The seven core subjects are-



Social Responsibility

Organisational Governance

A system by which an organisation makes and implements decisions in pursuit of its objectives



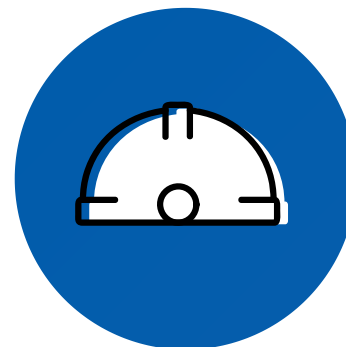
Human Rights

Treating all individuals with respect; making special efforts to help people from vulnerable groups.



Labour Practices

Providing just, safe and healthy conditions for workers; engaging in two-way discussions to address workers' concerns.



Environment

Environment- identifying and improving environmental impacts of your operations, including resource use and waste disposal.



Fair Operating Practices

Respecting the law; practicing accountability and fairness in your dealings with other businesses, including your suppliers.



Consumer Issues

Providing healthy and safe products, giving accurate information, and promoting sustainable consumption.

Community involvement

Getting involved in the betterment of the local communities that your organisation operates in; being a good neighbour.

	Core Subject / Issue	Clause	UBL Implementation
	Organisational Governance	6.2	Governance roadmap 2019-2023
Human Rights	Issue 1: Due diligence	6.3.3	DD Questionnaires
	Issue 2: Human Rights & risk situations	6.3.4	Company handbook & training
	Issue 3: Avoidance of complicity	6.3.5	DDQ & background checks
	Issue 4: Resolving grievances	6.3.6	Company handbook & training
	Issue 5: Discrimination & vulnerable groups	6.3.7	Company handbook & training
	Issue 6: Civil and political rights	6.3.8	Company handbook & training
	Issue 7: Economic, social and cultural rights	6.3.9	Company handbook & training
	Issue 8: Fundamental principles and rights at work	6.3.10	Company handbook & training
Labour practices	Issue 1: Employment and employment relationships	6.4.3	Industrial Relation Policy Statement
	Issue 2: Conditions of work and social protection	6.4.4	ISO45001
	Issue 3: Social dialogue	6.4.5	Corporate Social Responsibility
	Issue 4: Health and safety at work	6.4.6	ISO45001
	Issue 5: Human development and training in the workplace	6.4.7	Training reviews
The Environment	Issue 1: Prevention of pollution	6.5.3	Environmental policy
	Issue 2: Sustainable resource use	6.5.4	Sustainable Procurement
	Issue 3: Climate change mitigation and adaptation	6.5.5	Carbon negative company
	Issue 4: Protect the environment, biodiversity & natural habitats	6.5.6	Supported projects

	Core Subject / Issue	Clause	UBL Implementation
Fair operating practices	Issue 1: Anti-corruption	6.6.3	Anti Bribery & Corruption Policy
	Issue 2: Responsible political involvement	6.6.4	Ethical Conduct policy
	Issue 3: Fair competition	6.6.5	Ethical Conduct policy
	Issue 4: Promoting social responsibility in the value chain	6.6.6	Corporate Social Responsibility
	Issue 5: Respect for property rights	6.6.7	Company handbook
Consumer Issues	Issue 1: Fair marketing, factual & unbiased & fair contractual practices	6.7.3	Ethical Conduct policy
	Issue 2: Protecting consumers' health and safety	6.7.4	ISO45001
	Issue 3: Sustainable consumption	6.7.5	Carbon negative company
	Issue 4: Consumer service, support, and complaint and dispute resolution	6.7.6	ISO9001
	Issue 5: Consumer data protection and privacy	6.7.7	Cyber essentials
	Issue 6: Access to essential services	6.7.8	ISO9001
	Issue 7: Education and awareness	6.7.9	Fact sheets/dossier
Community involvement & development	Issue 1: Community involvement	6.8.3	University partnerships
	Issue 2: Education and culture	6.8.4	Apprenticeship programs
	Issue 3: Employment creation and skills development	6.8.5	Apprenticeship programs
	Issue 4: Technology development and access	6.8.6	University partnerships
	Issue 5: Wealth and income creation	6.8.7	Local employment
	Issue 6: Health	6.8.8	ISO45001
	Issue 7: Social investment	6.8.9	Supported projects

Carbon Negative

Since 2020, we've maintained a carbon-negative status thanks to a meticulous five-step plan - define, measure, target, reduce and communicate.

To date, we have successfully mitigated 450 tonnes of CO₂e through our contributions to impactful initiatives such as clean drinking water projects, methane capture, solar and wind power ventures, and efforts to curtail deforestation.

These commendable projects not only align with our commitment to sustainability but also serve as tangible demonstrations of our dedication, garnering recognition from our valued customers and stakeholders.



Supported Project - Energy Efficient Cook Stove Implementation, India.

This project involved providing improved cooking stoves (ICS) to deprived communities in India.

It provides households with clean cooking solutions. This project will save over 350,000 tCO₂e during a 10 year period.



Supported Project - AMI Khanh Hoa Solar Project, Vietnam.

MI Khanh Hoa Solar Project is a greenfield gridconnected photovoltaic solar power plan project. The project has a total installed capacity of 50MW, with a predicted power supply to the grid of 76, 842 MWh per annum.

The electricity generation will result in 65,254 tCO₂e/year and total emission reduction will be 183, 530 tCO₂e for the first 5 years.



Supported Project - Chaiyaphum Wind Farm Power Project, Thailand.

This project is an 80 MW wind power project, to generate clean electricity using wind energy.

The project will replace anthropogenic emissions of greenhouse gases, estimated to be approx 73,396 tCO₂e per annum.

This project will also create short and long term employment.

