

Corporate Social Responsibility

2025

www.unitbirwelco.com



Message from our CEO

We are a global engineering and manufacturing business with a strong presence in the UK and India, complemented by strategic partnerships across the Kingdom of Saudi Arabia, Turkey, South Korea, and other regions.

Our unwavering commitment to delivering complex engineering projects for blue-chip clients remains anchored in principles of sustainability, ethics, and creating positive economic, social, and environmental impacts for all our stakeholders.

As we look ahead to 2025, we recognise that every contribution, no matter how small, plays a crucial role in improving the world we live in. We remain dedicated to conducting business in a way that reflects these values and strengthens our global impact.

Our ongoing business transformation continues to drive a culture of excellence and continuous improvement. This is evident in the development and implementation of ISO9001, ISO14001, and ISO45001 management systems across all our global locations. Maintaining our carbon-negative status remains a cornerstone of our operations, alongside investing in talent through apprenticeship programmes and collaborations with universities to nurture the next generation of engineers and leaders.

UnitBirwelco continues to lead the way with its innovative range of environmentally impactful products. The exceptional demand we have seen over the past year, including a significant flare gas recovery project for offshore Africa, affirms the relevance of these solutions, and we anticipate further expansion in both product range and market presence. Simultaneously, we are replicating our systems and successes in our operations in India, aligning with our commitment to global operational improvement that benefits both our internal teams and external partners.

Through all this, the resilience and dedication of our team at UnitBirwelco Ltd stand as a testament to the strength of our collective vision and capability. Despite the challenges of recent years, we have emerged stronger, more focused, and ready to embrace the opportunities of the future.

Together, we remain committed to growth and sustainability.

- 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



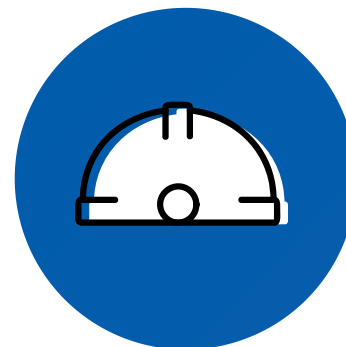
Human Rights

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 600 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 - Renewable Solar Power Project, India.

The project involves the installation of a 927 MW solar power plant across 26 sites in India.

The project is expected to displace 1,865,216 MWh/year of electricity generated from fossil fuels, contributing to the reduction of 1,767,281 tCO₂e of greenhouse gas emissions annually.

The project not only contributes to climate change mitigation but also offers social and economic benefits to local communities.



Supported Project - Bergres Wind Power Project, Turkey.

The project consists of 22 wind turbines with a total installed capacity of 69.95 MW to displace fossil fuel-based electricity generation in the country.

The project is estimated to reduce CO2 emissions by 131,241 tonnes annually.

The project creates local employment opportunities and also contributes to the local economy by sourcing construction materials and equipment locally.

