

SOCIAL ACCOUNTABILITY POLICY STATEMENT

RJ Urmson Group consists of the following companies: RJ Urmson Commissioning Engineers Ltd, Urmson LLP, National Hygiene Services Ltd and Urmson Fire Specialists Ltd.

Our Values

RJ Urmson Group aspires to be a leader in social accountability within the HVAC service and commissioning and water treatment industries by promoting a positive culture with respect to human rights and the continuous improvement of working conditions.

Our Commitment

RJ Urmson Group as a HVAC service and commissioning and water treatment businesses is committed to managing our operations in a way that complies with all relevant employment legislation. In order to support implementation of our values we will adopt the SA8000 guidance for managing social accountability throughout our operations. This commitment is underpinned by the RJ Urmson Group Code of Business Principles.

Our Principles

RJ Urmson Group will continuously identify, assess, manage and improve the elements of our operation that impact on social accountability. In line with sound business practice we will:

- Conduct our business with fairness, honest, integrity and respect for the interests of our stakeholders
- Comply with the laws and regulations within the countries we operate
- Prevent the use of child labour and forced labour, improve health and safety, support freedom of association, prevent discrimination, implement performance management and manage compensation and working hours
- Implement a management system that establishes responsibilities, support policies, monitoring methods and a review process of our performance
- Provide awareness training on social accountability and where required job specific training for employees
- Encourage suppliers and contractors to support our principles and commitment on social accountability and introduce programmes aimed at supporting these principles

Policy Control and Review

Copies of this policy will be displayed at all RJ Urmson Group locations, communicated to every employee and be available to all other interested parties. Policy changes will be approved and communicated by the Director.



Rob Urmson
Director