

HEROtsc recognise that our company has the potential to make a significant impact on its staff, customers, society and the environment. This Corporate Social Responsibility document ensures that this impact is a positive one and we believe that this plays a vital role in the success of our business.

## Our Principles

HEROtsc is committed to reducing our company impact on the environment, investing in our people, respecting ethics and dignity whilst supporting the communities we work in. HEROtsc will continually seek to work with other organisations who embrace these same principles.

## Environmental Responsibility

HEROtsc will comply with and where possible, exceed all current environmental legislation. We aim to continue reducing consumption of energy and materials, and as part of this will ensure all employees are trained and informed of our environmental policy and their own role in its fulfilment.

## Recent Initiatives

- Installed PC shutdown technology throughout our estate, saving 107 tonnes of CO2 each year.
- By increasing our IT server room's temperature we will save 163 tonnes of CO2 each year.
- Renegotiation of our utilities contracts have resulted in electricity savings of a third year on year.
- We have removed all desk waste bins and installed recycling stations around our estate, aiming to reduce our annual waste to landfill by 20%.
- PIR's and lighting sensors fitted throughout our Falkirk site, and lighting reduced from 250W to 80W in our Kilmarnock site.
- We are developing management software and an environmental dashboard, allowing us to manage our utilities more efficiently.
- Half Hourly electricity metering installed in all our sites, providing detailed information on how we use our energy.

## Investing in our People

HEROtsc will at all times promote health, protect the workforce whilst at work and promote further staff development.

## Recent Initiatives

- Manage staff stress using our stress management policy – initiatives include staff chill out rooms and free head & shoulder massage.
- Promote healthy eating – all our staff canteens offer healthy eating alternatives.
- Constantly striving to reduce accidents – a 50% reduction has been achieved in 2009 over the previous year.
- Promote life long learning and continual development of all staff.

## Ethics and Dignity

HEROtsc will at all times follow current law on employment and discrimination.

## Guiding Principles

- No person will ever be employed who is under the legal minimum age of employment.
- Fair and reasonable pay and terms are provided for all our employees.
- Negative discrimination including racial or sexual discrimination is prohibited.
- Employees are treated with respect and dignity. Physical or verbal abuse, harassment or other forms of intimidation are prohibited.



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HEROtsc are members of:



## Supporting the Communities we work in

HEROtscc are committed to remaining loyal to the communities we work in, carrying out fund-raising and providing support.

### Recent Initiatives

- Acting as a responsible member of the local community – promoting car share and cycle schemes.
- Supporting staff who want to participate in civic duties such as school board or special constables.
- Fund raising for both local and national charities.
- Using the services of local companies wherever possible.

### Recent fund raising includes

- £540 for the Cowal Hospice raised from the Dunoon family fun day.
- A group from Kilmarnock completed a sponsored cycle ride and raised over £1000 for Breast Cancer.
- A team from Falkirk abseiled from the Forth bridge and raised over £2000 for the Scottish Heart, Lung & Stroke foundation.
- Over £1000 was raised for Breast Cancer in our Dearne Valley site.
- £5000 for the Clic Sargent children cancer charity from our corporate donation budget.

