

SUPERIOR PRODUCTS AND LIGHTING

The SUPERIOR Sustainability Policy

SUPERIOR recognises that the long-term sustainability of our business is important for our future generations. Sustainable development is an ongoing process and is a journey that starts with compliance and journeys through stages towards a point of deep sustainability.

Sustainable Business and the Environment

Compliance means that all our activities comply with or exceed regulatory controls or codes of practice. Deeply sustainable means that our service performance has near zero impact on the environment. In achieving this we are committed:

- To continuously reduce our environmental impacts in relation to our revenue. These are defined as the efficient use of natural resources, the reduction of carbon dioxide emissions and our performance in respect of the waste hierarchy. It also includes a commitment to reduce impacts on flora and fauna from our operations and promote the biodiversity of species
- To measure and help reduce environmental impacts arising from main supplier activities.
- To help clients reduce environmental impacts arising from their own activities
- To work with organisations who promote environmental impact reduction activities

Sustainable Business and People

Compliance means that all our activities comply with or exceed regulatory controls or codes of practice. Deeply sustainable means continuity of management and succession planning, quality of competence of workforce, safe, engaged, motivated and high performing employees, de-stressed and efficient work process and people who want to stay with us Today and Tomorrow. In achieving this we are committed:

- To create a safe working environment
- To fully engage, include and support our staff
- To operate the business in accordance with a shared set of values

- To enhance our diversity and flexibility through our policies, procedures, processes and systems.
- To promote the link between well-being and performance
- To develop an open culture
- To build a strong learning organisation around quality and team competence

Sustainable Business and Communities

of practice. Deeply sustainable means getting the best value out of all our stakeholder relationships. In achieving this we are committed:

- To drive better value in the supply chain. Also, by influencing industry and business s, becoming thought leaders and developing valuable and sustainable networks
- To ensure best value from integrating our thoughts and efforts within our organisation and sharing resources and best practice
- To develop our outreach profile and building sustainable streams of appropriate workers into our business by reaching out into all our communities in our search for the best talent.
- To engage with our local communities and charities, ensuring we contribute to the development of the communities we work alongside and live in and contribute to improving individual opportunity and ability to improve social and economic power.