



Corporate and Social Responsibility Policy

Policy brief & purpose

Dextra Group plc is a privately owned organisation and as a large employer our corporate and social responsibility (CSR) is important to us.

We are committed to ethical and sustainable business practices and adopting responsible behaviours that supports are core values. This means we take account of our social, economic and environmental impact. CSR benefits the environment, our employees, customers and communities in which we operate.

Scope

This policy applies to Dextra Group plc and all subsidiary companies.

Policy elements

We aim to be a responsible business that meets the highest standards of ethics and professionalism.

There are four strands to Dextra Group's corporate and social responsibility: Compliance, People, The Environment and Community.

1. Compliance

Legality

Dextra Group will:

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Business ethics

Dextra Group will always conduct business with integrity.

We seek out the most advantageous procurement route for all components, processes and

business supplies. We check against important criteria like financial stability and environmental compliance, safety and fair dealing. For further information view our [Responsible Procurement Policy](#), [Supplier Code of Conduct](#) and [Conflict Mineral Policy](#).

As a privately owned company and one of the largest employers in our locality we have a responsibility to offer productive employment and decent work to our 500+ employees. Priority is given to protecting human rights, providing fair working conditions, promoting diversity, equity, inclusion and offering a platform for social dialogue.

We aim to be a responsible business that meets the highest standards of ethics and professionalism. View [Ethics Policy](#).

We show respect toward employees and customers and follow anti-bribery and anti-corruption practices.

Integrity is fundamental to what we do; building trust with our customers, suppliers and colleagues across the Group, promoting honest and open communication at all times. We show respect toward employees and customers.

View our [Anti-Harassment and Bullying Policy](#)

View our [Anti Bribery and Corruption Policy](#)

2. People

Dextra Group aims to create a workplace that supports diversity and equal opportunities for all, and is committed to the health, safety and well being of our employees and visitors. For further information view our [H&S Policy](#), [Alcohol and Drug Policy](#) and [EDI Policy](#).

Dextra Group is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices and will ensure that our activities do not directly or indirectly violate human rights. We ensure our wages stay above the minimum living wage. For further information view our [Modern Slavery Statement](#), [Labour and Standards and Industrial Relations Policy](#) and [Disciplinary Policy](#)

Development

Our employees are our biggest asset. Our long-term business success depends on looking forward, sustainable human resources planning and personal professional development for all. Dextra Group is committed to continuous employee development via nationally accredited in-house training schemes and apprenticeships. In conjunction with their own community strategies, we also work with local schools and organisations to promote career opportunities and training and offer insight into real life business operations for young people. Dextra Group

aims to create a workplace that supports diversity and equal opportunities for all, and is committed to the health, safety and well being of our employees and visitors.

From the company's inception, service, in its true meaning has been our mantra, priding ourselves to deliver an unrivalled industry leading service to our clients. We are committed to continuous product innovation through our dedicated R&D and Luminaire Design teams. Our continuing expertise in design and manufacturing has placed us at the forefront of the UK lighting industry for both standard and special products, specialising in many market sectors. ISO accreditation and ongoing commitment to 'Made in Britain' and investment in the finest UK lighting manufacturing equipment available, ensures high standards and quality throughout all levels of the company.

Well-Being

Employee wellbeing encompasses mental, physical, emotional, and economic health, influenced by workplace relationships, resources, and decisions. It is enhanced by a positive culture prioritising wellbeing, motivation, and benefits like financial support and health aids.

Financial benefits – increased employer pension contribution, pension workshops and retirement planning

Health benefits include well-being meetings, life insurance, corporate gym membership discount, Cash Health Plan and Employee Assistance Programme, Cycle to Work scheme and Occupational Health.

3. The Environment

Sustainability is at the forefront of our business operation. Dextra Group is committed to reducing the direct impact on the environment by actively managing our waste, emissions and consumption of natural resources and has introduced a carbon offsetting programme.

Find out more:

- View our [Environmental Policy](#)
- Sustainable Manufacturing [Sustainable Manufacturing - Dextra Group](#)
- UN Global Compact Sustainable Development Goals (SDG's)
- Circular Economy [TM66 Circular Economy - Dextra Group](#)
- Embodied Carbon [TM65 Embodied Carbon - Dextra Group](#)
- Recycling [Dexreco - Dextra Group](#)

4. Community

Dextra Group actively supports local businesses, organisations and the communities in which we operate. Find out more here: [Community - Dextra Group](#)

In conclusion, we are committed to ethical and sustainable business practices and adopting responsible behaviours that supports our core values.

DEVELOPMENT
SERVICE
EXPERTISE
SUSTAINABILITY
INTEGRITY
QUALITY

Our Values offer us direction on a day-to-day basis, helping us to make correct decisions about how we manufacture our products, work with our clients, treat our team members, connect with our local communities and minimise our impact on the environment.