



**The HF Group CSR policy applies to all companies within the HF Group, which includes – HF Mechanical & Electrical, HF Fire & Security, HF Comms and HF Controls.** HF Group realise that we have an influence, and potential impact upon the **Economic, Environmental and Social wellbeing** of the communities, in which the Company operates.

By embracing these three issues as part of an ethical and sustainable business, the HF Group is committed to meeting its corporate responsibilities, for the benefit of future generations.

**1 Social Impact** – “To improve the social influence and impact of the services provided by HF Group”.  
We shall: -

- Engage with the local community and keep the residents fully informed of and enable a say in works and issues, which affect them.
- Support the use and training of local labour, where feasible, to improve the local community, and to provide assistance in finding meaningful employment.
- Promote and encourage involvement in local community initiatives, including environmental and sustainability initiatives/schemes.
- Improve the prospects of our employees by offering a Fair wage and opportunities for continual learning and development and providing Safe and healthy places of work.

**2 Environmental Impact** – “HF Group are committed to operating in an environmentally responsible manner to prevent pollution of the environment. To assist with Environmental enhancements wherever possible and comply with all relevant environmental legislation/regulation”. Our aim is to: -

- Source materials responsibly and favour those with low environmental impact
- Reduce the use of energy, water and other resources
- Minimise waste by reduction, re-use/ recycling and energy recovery methods.
- Ensure good housekeeping and laydown of materials at all times to prevent spill over onto the surrounding environment
- Where reasonably practicable implement new technologies to ensure that our waste management continues to have a minimum effect to the environment.
- Ensure the protection of local Biodiversity; such as trees, vegetation and wildlife.

**3 Economic Impact** - HF Group are committed to the principles of Best Value, the benefits of which contribute to the growth of the economy and thus increase the economic benefits for all Stakeholders.

**Clients** – HF Group will deal openly and fairly with Clients by: -

- Ensuring our advertising and documentation about the business and our activities are clear, informative, legal and truthful.
- Ensuring where problems are encountered, we will acknowledge the problem and promptly deal with it.
- Discussing and implementing new ideas and innovation, that result in financial savings and benefits for our customers, society and the environment.
- Improving our services and cooperating on repeat business opportunities for all.

**Suppliers** – HF Group will deal openly and fairly with suppliers by: -

- Using local suppliers whenever possible.
- Striving to pay on time, within the agreed payment terms.
- Recognising that Key suppliers are partners, and striving to build valuable, and trusted relationships, with our suppliers.

HF Group will promote our Corporate Social Responsibility values within the organisation and communicate and implement this policy at all levels within the workforce.

**Signed:**

**Hugh R Fulton HF Group Managing Director Date: 1st April 2023**

**A Company Well Connected**



Electrical



Green Energy



Mechanical



Plumbing, Heating & AC



Fire & Security



Telecommunications



Automated Controls

Glasgow 0141 429 5575

Edinburgh 0131 337 4011

Manchester 0161 406 8233

Belfast 02890 815 831

Aberdeen 01224 690 100

Head Office: 100 Albert Drive, Glasgow, G41 2SJ

[www.hf-group.co.uk](http://www.hf-group.co.uk)

HF Electrical Ltd: SC073414

HF Fire & Security Ltd: SC706104

HF Comms Ltd: SC196409

HF Controls Ltd: SC151777