

Corporate Social Responsibility Policy

Paterson Enterprises Limited (PEL) is a family-owned Company consisting of three trading divisions:



Lubricant manufacturer based in Shrewsbury in the heart of Shropshire.



Lubricant manufacturer based in Gateshead, Tyne & Wear

LUBRICANTS



Operate seven Touring and Caravan parks across Shropshire, North Wales and Herefordshire.

PEL's Corporate Social Responsibility (CSR) policy ensures that social and environmental concerns are considered in our all our business operations.

We align our activities with the expectations of our stakeholders in relation to our economic, social and environmental impact.

PEL has an excellent reputation for carrying out business in accordance with the highest principles of business ethics. We are proud of this reputation and are committed to conducting our business activities with honesty and in full compliance with current laws and regulations.

As an innovative business, we continually seek better, safer, more cost effective and sustainable methods of working, while adhering to best practice.

We believe that a commitment to the principles of corporate social responsibility (CSR) not only makes good business sense but also complements our core business strategy and corporate values. Our policy is based on the following principles:

- To minimise the impact and maximise the benefits that our work has on the environment and people around us.
- To integrate our CSR considerations into all our business decisions.
- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To review, annually report, and to continually strive to improve our CSR performance.

In developing our strategy and setting out our Group policy for the first time we aim to deliver gradual but continuous improvements in our performance every year. As a result, our approach continues to evolve as we learn lessons along the way. We have used the United Nations 17 Sustainable Development Goals and the sustainability guidance provided by the UEIL (Union of the European Lubricants Industry) to help define our CSR policy. We have divided it into three priority sustainability pillars.

Environment

⁽¹⁾ Morris Lubricants and GB Lubricants

Environment

We fully recognise that our day-to-day operations cause inevitable impact on the environment in a variety of ways. We are committed to reduce this level of impact through assessing and improving our environmental performance and energy usage using documented, maintained, monitored, and reviewed Environmental and Energy Management Systems that are communicated to all employees.

Through ISO 14001 certifications at Paterson Enterprises Ltd (Morris Lubricants) and GB Lubricants and ISO 50001 certification across the whole group, we employ systems and procedures that ensure the company's compliance with all relevant laws, regulations and other requirements relating to the environment and energy usage.

Sustainability considerations are fully integrated in our business decision making.

Through continuous improvement and reporting of our direct and indirect impacts, we monitor and improve upon our environmental performance. This is achieved through:

- Conducting our activities with proper regard to the protection of the Environment.
- Following our sustainable procurement policy and strategy.

- Complying with all relevant Regulatory and Legislative requirements and Codes of Practices.
- Committing to setting targets to divert waste from landfill, reporting these and improving annually.
- Committing to measuring and monitoring our water usage to identify any anomalous readings, to encourage responsible water use and reduce usage where feasible.
- Communicating with local communities to minimise any disturbance caused by our works.
- Ensuring that our staff have a good understanding of the Environmental impacts of our business and what is expected of them to minimise these impacts.
- Development program to remove environmentally hazardous raw materials from our products.
- Identifying our significant energy uses and setting reduction targets that are implemented via process or equipment changes.
- Determining and reporting Scope 1 and 2 emissions and committing to quantifying Scope 3 emissions.
- Committing to setting Absolute and Specific reduction targets for Scope 1 and Scope 2 emissions
- Committing to our expansion of self-generated electricity by installing solar panels where feasible



Our sustainability efforts are fuelled by some inter-divisional rivalry thanks to GB Lubricants retaining their Gold EcoVadis award for the third year against Paterson Enterprises (Morris Lubricants) achieving a Bronze award at their first attempt. Both companies will be reaching for Gold in 2023.

Health and Safety

Paterson Enterprises Limited, led by its Board of Directors, will do everything that is reasonably practicable to protect the health, safety and welfare of both our employees and any other person affected by our activities.

Both Paterson Enterprises Ltd (Morris Lubricants) and GB Lubricants operate OH&S Management Systems that meet the requirements of ISO 45001 and are certified by BSI.

The Board, led by the Group Chairman, has overall responsibility for ensuring that we maintain high standards of health and safety. However, we rely on all our employees to play their part in effectively implementing our health and safety policy.

As such, we will:

- undertake risk assessments, implement the identified control measures and ensure that safe systems of work are applied in relation to our activities,
- provide and maintain a safe and healthy working environment including safe access arrangements and suitable welfare facilities,
- provide information, instruction, training and supervision to enable employees to perform their work safely,

- promote a positive health and safety culture within the organisation, in particular consulting with employees on health and safety matters, via safety representatives and the health & safety committee,
- commitment to prevention of injury and ill health and continual improvement in OH&S management and OH&S performance,
- ensure safety and the absence of risks to health in connection with the storage, handling, use and transport of substances,
- ensure that all vehicles and work equipment are suitable for purpose and properly maintained,
- make available all necessary safety devices and protective equipment and supervise their use,
- take steps to assess the competence of any contractor we engage and to ensure that information is exchanged on matters relevant to health and safety,
- be prepared for emergencies such as fire and medical emergencies and investigate all incidents of injury or ill health,
- commit to a development program to reduce the health & safety risks of our product ranges without compromising on their effectiveness,
- set and monitor health and safety objectives.

The Company is committed to continual improvement in safety performance and ensuring that the delivery of the health and safety management system is adequately resourced to enable the full implementation of this policy. This commitment includes the provision of sufficient resources, management and employee time, as well as training and health and safety advisory support.

It is the responsibility of the Group Regulatory Affairs Manager to drive and monitor the implementation of the Health & Safety policy, the company's overall health and safety performance and also to provide strategic guidance to all of the operational divisions and support functions, reporting to the Board accordingly.

Society and Economy

Employees Our employees are our most valuable resource and are a key factor in the delivery of services to our clients. We recognise that it is the calibre of the people that make up our teams that differentiates us from our competitors. As such, we work hard to recruit, develop and retain the best talent in the industry. It is crucial that all employees maintain a high level of safety and technical expertise, therefore regular training and advice is made available.

At Paterson Enterprises Limited, our employees are the bedrock of our business we update them with business news on a regular basis via intranet announcements and social media posts to keep them engaged.

We operate both Graduate and Apprenticeship programs to support our succession planning activities.

To ensure that we enhance our employees' environmental awareness we provide regular training to enable consideration and understanding of environmental issues when planning, undertaking, and implementing all projects.

We provide our managers with Equality & Diversity training ensuring they understand their obligations allowing them to manage their team fairly and equally in all areas of employment. To ensure that all employees are aware of the company's legal obligations, policies and internal procedures relating to Equality & Diversity matters, we are in the process of rolling out formal training for all employees.

We are guided by our aim to be an employer of choice and strive to ensure that the PEL workplace engenders cooperation and innovation through:

- Maintaining a workplace free of any personal harassment, whether it is based on, racial, sexual, political or religious differences.
- Ensuring that all employees are treated fairly and respectfully by their line management and colleagues.
- Effective two-way communication with our employees and encouraging them to suggest alterations to Company policies and practices to enable us to continuously improve.
- Providing competitive salaries and benefits.
- Providing training and development to help employees exceed in their roles and support their personal career aspirations.
- Supporting the mental health of our workforce by employing mental health first aiders and access to free, confidential counselling services.
- Providing a bonus scheme linked to the financial performance of the company.
- Providing health care cash-back scheme with access to digital tools to protect the ongoing health of our workforce.

Local communities PEL prides themselves on being good neighbours and support local charities, sporting teams and educational facilities.

Our corporate charities for 2022-23 are:






A charitable hospice rooted in the North-East. They provide outstanding, specialist and expert care to adults and children with life-limiting conditions.



Children's hospices located in Oswestry & North Wales

This Policy Statement and the Responsibilities and Arrangements that support it will be reviewed at least annually, or more frequently where there have been significant changes to the company or the nature of the company's activities.

Approved for publication June 2023 by:

		
<p>Andrew Goddard Chairman, Paterson Enterprises Ltd MD Morris Lubricants</p>	<p>Edward Goddard MD Morris Leisure</p>	<p>Paul Booth MD GB Lubricants</p>