

# PHASE ELECTRICAL



## DISTRIBUTORS LIMITED

"The Positive Choice"

### CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY POLICY

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Phase Electrical Distributors Ltd are committed to operating in the most sustainable manner possible, encouraging both our staff and customers to use all facilities available to manage this. We wish to offer the best levels of service to all of our customers whilst simultaneously working to improve any environmental, social and economic impact.

All new installations within our property portfolio are "future proofed" minimising the need for further works, all materials used will be supplied, wherever possible, from a sustainable source. Any items installed will also need to be the most energy efficient products available providing they are fit for purpose.

The greatest impact on the future of the business is the quality of staff, every effort will be made to offer all staff members a safe, healthy and enjoyable working environment. This will include but not be limited to; offering internal and external training courses, operating under all current health and safety regulations, including offering any relevant PPE clothing, give access to the company pension scheme, ensuring there is a proper balance between work and home life.

We work closely with the Electrical Distributors Association who provide training for any staff members that are employed as apprentices, these courses are available to existing as well as newly employed staff members and offer many different qualifications over many different job types.

The Phase Academy was launched in 2017 offering a number of junior staff a year-long training programme designed to create the future branch managers. The growth of the company is an area that needs the backing of all staff, as this is the long term plan we know that this investment in our staff is forming our greatest asset.

It is company policy to operate a non discriminatory policy for employment, all employees have regular employment and not zero hours contracts. The minimum living wage is adhered to with all directly employed staff.

We continue to support the Electrical Industry Charity, this charity helps those within the electrical industry who have fallen on hard times. We also encourage staff members to get involved in any local charity events within their own communities.

As a business we aim to improve the performance of our corporate social sustainability and will continue to monitor all aspects of this policy.



Simon Millard  
Director

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