



10.0 Corporate Social Responsibility (CSR) Policy

10.1 Fundamentals Limited - About the company

A family owned, independent British company, founded in 1994 with the invention of TAPP (Transformer Automatic Paralleling Package) and the subsequent SuperTAPP relay. This established the company as a leader in voltage control for electrical grids and was followed with further developments and inventions supporting the onset of digital technology and a changing grid.

Today, the company is headed up by Jon Hiscock, and continues to focus on innovation, quality engineering and delivering for its customers. The company is expanding rapidly with the development of further products and services around grid control.

Ever-increasing levels of renewable energy and an aged population of network assets make for a challenging time for network owners and operators. The smart grid is becoming a reality; Fundamentals offers, and continues to develop, innovative solutions for the realisation of the low carbon network.

The company is committed to delivering quality products and services to the electrical power industry and has a rigorous policy of continuous improvement. Key customers include DNOs (Distribution Network Operators), TSOs (Transmission System Operators), power generators, industrial and private network owners/operators.

10.2 The purpose of this Corporate and Social Responsibility (CSR) Policy Document

The company's values and policies are espoused in its rigorous working practices and heritage as a family owned and run business. Communication with employees is by formal documentation, briefings, training, meetings and open and informal discussions.

The primary purpose of this document is for external dissemination to customers and suppliers but also forms part of new employee induction.

10.3 Maintaining Supply Chain Commitment to values and ethics

Fundamentals is proud of its place in the eco-structure of businesses that generate and provide the electricity that is so crucial to today's lifestyle and for improving the lives of people around the world. To this end, we ask our suppliers to acknowledge our ethics and values and commit to maintaining the onward chain of responsibility for

- The Environment
- Health and Safety
- Complying with Fundamentals' Anti Bribery and Corruption policy
- Ensuring that there is no modern slavery or human trafficking in any part of the business and in the next level of supply chain

10.4 Associated documents and standards

Fundamentals is accredited to

- ❑ ISO 14001-2015
- ❑ ISO 9001-2015
- ❑ Achilles



10.5 Colleagues

The company is an equal opportunities employer and is flexible in supporting colleagues to achieve a good work-life balance by appropriate working arrangements, including

- ❑ Support for continuous personal and professional development
- ❑ Apprenticeship scheme
- ❑ Childcare vouchers
- ❑ Suggestions scheme
- ❑ Certification during the next 18 months is planned using a scheme such as Best.

10.6 Business Ethics

Fundamentals values its reputation and is committed to maintaining the highest level of ethical and legal standards in the conduct of its business affairs. The actions and conduct of the company's staff as well as others acting on the company's behalf are key to maintaining these standards.

This is formalised in the Anti Bribery and Corruption policy that applies strictly to all employees, directors, agents, consultants, contractors and to any other people or bodies associated with Fundamentals Ltd, within all areas and functions.

Fundamentals is committed to ensuring that there is no modern slavery or human trafficking in any part of their business and plans to extend this with "one-up" due diligence on the next link in the supply chain. *(This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes Fundamental's slavery and human trafficking statement for the current financial year)*

10.7 Commitment to the environment

Fundamentals has ISO 14001:2015 certification. There is a comprehensive environmental policy supervised by an environmental committee that meets regularly.

The nature of the business involves much travel to sites to install and maintain equipment and the company operates a fleet of efficient and well-maintained vans. There is support for colleagues who wish to cycle to the office.

10.8 Commitment to quality and innovation

The company started from an innovative idea that was developed into mainstream technology and innovation continues to underpin the company. Innovative products and services have been successfully trialled as part of Ofgem's Low Carbon Networks Fund (LNCF) programme.

The nature of the company's activities emphasises experience, expertise, capability, reliability and quality. There is continuous improvement of the quality management system (QMS) by applying a quality philosophy that concentrate on proactive measures to prevent errors. Fundamental's objective is to provide products and services to the highest standards and to meet customers' requirements in a manner which conforms to contractual and regulatory requirements. This is embodied through measured company targets and to achieve this, all colleagues are provided with the necessary resources and training.

The company's QMS is certified to ISO 9001:2015.