

Corporate Social Responsibility Policy



About us

Lucy Electric is a leader in secondary power distribution solutions with over 100 years industry experience. Specialising in high performance medium voltage switchgear for utility, industrial and commercial applications, we enable the safe and reliable distribution of energy to homes and businesses worldwide.

Our best-in-class products are at the cutting edge of medium voltage design and innovation, providing switching, protection and automation solutions with reliability, safety and value built-in as standard. We also offer bespoke engineering, comprehensive warranties and dedicated after-sales support, supporting our customers throughout the product lifecycle.

Based in Oxfordshire, UK, Lucy Electric has offices in Brazil, the UAE, Malaysia, Thailand, Saudi Arabia, India, East Africa and South Africa, with manufacturing facilities in the UK, the UAE, Saudi Arabia, India and Thailand. Through industrial partners and contractors, Lucy Electric has an established international network and local track record in over 50 countries.

As a responsible manufacturer built on our proud heritage and driven by strong principles, with quality, value and integrity at the heart of our business strategy, we believe in respecting the interests of all our stakeholders, partners, customers, suppliers and the wider community. We conduct our business in an ethical and socially responsible manner protecting the environment, supporting human rights and benefiting the communities in which we operate. It is for this reason that we have chosen to benchmark our activities against ISO 26000 guidance. This detailed and comprehensive approach is what we choose to aspire to in all areas of our business.

Our Corporate and Social Responsibility Policy sets out how we do this, the principles we follow, and the programmes we have developed to focus on in the areas where we have impact or influence



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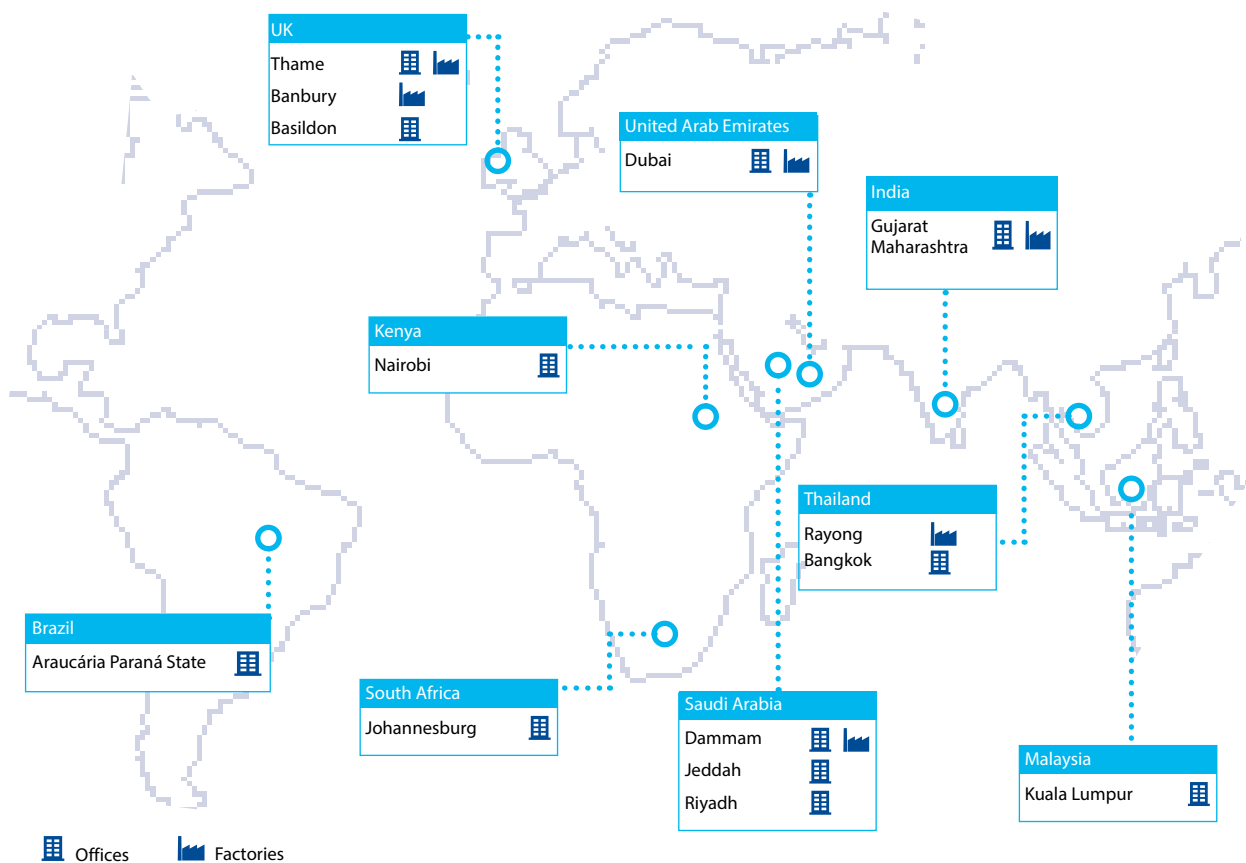
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Organisational Governance

ISO 26000 splits the principles of CSR into 7 main categories or Seven Pillars of CSR. These are:-

- 1 Organisational Governance
- 2 Human Rights
- 3 Labour practices
- 4 The Environment
- 5 Fair operating practices
- 6 Consumer issues
- 7 Community and development

Lucy Electric benchmarks all of our activities against the principles found in these pillars to ensure that we achieve continuous improvements in each area of the business, not only in business processes but also in stakeholder engagement and common understanding of the importance of sustainable, ethical and socially responsible operations. It is in this way that we monitor our progress in all aspects of Corporate Responsibility and Sustainability.

We encourage participation in social initiatives and are very proud of the commitment of our staff who engage in various activities which help to improve the prospects of those in the communities in which we operate. We communicate our activities and successes throughout the business to ensure that the principles of CSR are promoted and encouraged throughout our organisation.



Human Rights

Lucy Electric has a robust Human Rights policy and we mitigate the risk of human rights abuses throughout our organisations and those within our supply chain. We discharge this responsibility via our supply chain management programme along with internal and external audits.

Human Rights Statement

Lucy Electric is committed to further developing a culture which supports internationally recognised human rights declarations. We recognise our responsibility to respect human rights and avoid human rights abuses.

Our aim is to improve our human rights performance by referencing the principles of the Universal Declaration of Human Rights, the core convention of the ILO labour standards and the ten UN Principles of Human Rights. Additionally, we support and operate within the principles of other related conventions, international laws and standards.

We respect and promote human rights through the following means:-

Our Corporate and Social Responsibility policy which covers Governance, Health and Safety, Employment, Environment, Society, Business Integrity along with the promotion and protection of human rights in our supply chain and the responsible provision of products and services.

We communicate and promote our vision, mission and values (EPIC) - Excellence, Passion, Interaction and Connection all of which is underpinned by our Corporate and Social Responsibility philosophy.

Lucy Electric continues to support and develop efforts to support Human Rights as well as taking part in various other activities designed to promote Corporate Responsibility.



Modern Slavery Act (MSA)

Lucy Group Ltd and Lucy Electric exceed the compliance requirements of the UK Modern Slavery Act 2015 which introduced obligations applicable to most commercial organisations. Organisations are required to publish an annual anti-slavery and human trafficking statement, to include its own performance and that of its supply chain irrespective of wherever in the world those suppliers are based.

Our second annual Modern Slavery Act Statement has been published by our Board of Directors and is accessible via our websites. Existing suppliers have been asked a series of searching questions to check not only on their own compliance but also that of their own supply chains. All new suppliers are required to meet rigorous compliance standards. In addition, the company undertakes a programme of unannounced audits to provide additional assurance. All Lucy Electric staff have been provided with Modern Slavery Act awareness guidance and additional training is planned this year.



Environment

Taking care of our planet

We recognise that our operations have an effect on the local, regional and global environment where we live and work. Our entire workforce is committed to working for continual improvements in environmental performance and the prevention of pollution. This is achieved through working with environmental regulations, laws and adopting codes of practice that are recognised as setting the standards of environmental performance.

Specific policies are written to cover all of the major environmental aspects of our business and include addressing issues such as energy use, waste production, air emissions, deleterious materials and resource use. We manage and implement this through our coordinated Environmental Management System. All our assembly facilities are ISO 14001 approved.

ISO 14001 & Cemars

ISO 14001:15

Lucy Electric is certified to the ISO14001:15 standard, which relates to environmental management to help organisations:-

- Minimize how their operations (processes etc.) negatively affect the environment (i.e. causes adverse changes to air, water, or land);
- Comply with applicable laws, regulations and other environmentally related requirements.
- Continually improve on the above



Achilles

We are annually audited by Achilles and achieved 100% for our 2017/18 CSR performance in the UK.

Our Products

We are continuously reviewing the design of our products to assess if there are ways in which we can make them more energy efficient and environmentally friendly.

Our products help our customers optimise energy efficiently and we use recyclable materials wherever technically and safely possible.

Logistics

Locations of factories are close to customers to avoid unnecessary transport.

Packaging such as pallets and plastics associated with freight are recycled where possible and we adhere to packaging regulations. Lucy Electric endeavours to ensure the materials we use do not come from countries in conflict.



CEMARS & Carbon Footprint

Lucy Electric measures its Carbon Footprint using the world class CEMARS standard provided by the Achilles Carbon Reduction programme.

We have been awarded certification to CEMARS having demonstrated our commitment to measuring, managing and reducing greenhouse gas emissions in a robust and credible way.

We also use CEMARS to identify areas where we can improve our Carbon footprint and use the data gathered to identify future environmental objectives.



Compliance

Lucy Electric complies with the following standards and policies:

- ISO14001:15
- WEEE
- CEMARS
- Waste to Landfill
- F Gas Regulations
- Lucy Integrated Management System Environmental Objectives (internal)
- Recycling Initiatives (internal)

Recycling

A strategy for sustainable waste management is in place and we recognise our responsibility to recycle materials wherever possible. We recycle our paper, cardboard, pallets, wood, and plastics used to build our products reducing waste and cost.

We measure and reduce the amount of paper that is printed. Printers are monitored for the number of papers printed every month.

During expansion of existing facilities and new developments, we employ sub-contractors who follow strict recycling and disposal regulations.

Single use plastics and polystyrene materials have been eradicated from our operations and offices.

Disposal of waste

We are committed to minimising waste and controlling hazardous waste. This means controlling stock levels and disposing of all waste through safe and responsible means.

We have achieved 0% Landfill at our UK site in 2018 and are on track for the same in 2019



Energy use

- We have established a culture of energy management and saving at Lucy Electric. The objectives are to continuously improve energy efficiency, reduce cost, optimise capital investment for energy efficiency, reduce environmental and greenhouse gas emissions, and to conserve natural resources.
- Lucy Electric promotes the efficient use of energy to produce and deliver products and services to its customers.
- Sensors have been fitted to office lighting to avoid them from being left on.
- "Switch off" stickers have been put on all light switches for rooms where sensors cannot be used.
- All our air-conditioning units comply with FGas regulations.
- Electricity and water consumption is monitored to ensure we create the lowest possible waste. For example: - our UK sites use energy efficient light bulbs and PIR lights are used across our Dubai site.
- At our manufacturing sites we measure electricity usage not only across our factories and offices but also within discrete 'Energy Zones' to identify opportunities for reduction.
- In Thailand we monitor and conserve energy in conjunction with the Industrial Estate Authority

Green Travel

- Our UK site has launched a green travel initiative which encourages alternative means of getting to work. Lucy Electric gives loans to those wishing to purchase a bicycle and gives information about local walks, transport, and cycling routes

Solar Panels

As a leading Energy business, Lucy Electric is proud to have installed one of the largest solar farms on the roof of its Oxfordshire, UK headquarters. This provides nearly 30% of the energy required to operate the site. The company also has a pilot scheme running in India and is considering rolling this technology out to other sites.

Elimination of polystyrene and single use plastics

Lucy Electric's Environmental Management team created a global task force to eliminate the use of polystyrene and single use plastic packaging internally and throughout our supply chain.

We are very proud to confirm that the use of both has been completely eliminated.

Supply Chain

Lucy Electric has been built on the principles of providing quality products and services which exceed our customers' expectations. In order to achieve our goal we have approved a quality led and loyal supply chain. We aim to build lasting relationships with our suppliers and their employees. We are committed to working with them to build a sustainable business and provide long-term employment for their staff. A good, positive relationship with our suppliers is vital to our success. As a result, we work with our suppliers where possible in the following areas:

- We have a robust Supplier Code of Conduct with which we expect our suppliers to comply. This builds on our existing efforts to source responsibly and continue our legacy of ethical business and integrity throughout our supply chain.
- We assess our suppliers annually to ensure compliance. We encourage vendors to adopt responsible business policies and practices.
- We are committed to ensuring that the welfare of workers and labour conditions within our supply chain meets or exceeds the standards of Lucy Electric. We ensure that this is done by auditing our suppliers which includes compliance with ethical employment, Safe Working Practices, and Environmental control.
- Where necessary, we will exert procurement pressure to ensure that all of our vendors behave in a socially responsible way.
- We are also in the process of further developing our supply chain to ensure that our vendors are environmentally responsible and take continuous improvement measures to look after the environment to the latest standards.



Our People & Society

Taking care of our employees and their communities

Lucy Electric provides fair and equitable employment terms and conditions. We benchmark people management practices to create an engaged workforce and do more than just keeping the company in compliance with applicable labour, employment and business practices. This helps to maintain a productive and committed workforce. We also strive to help and support our local communities, charities and encourage our staff to do the same.

We have secured ISO 18001 certification across our established manufacturing sites and are progressively bringing our new operations on stream. We measure the safety status of all our sites every quarter across a range of attributes to target improvement actions.

Health & Safety

We manage safety across all of the Lucy Electric factories and offices with our full time team of H&S specialists, this team is ably supported by local managers and safety coordinators.

We provide safe working environments for all of the Lucy Electric team and have secured H&S ISO 18001 (To be replaced by ISO 45001 in 2019) certification across our established manufacturing sites and progressively bring newly established operations on stream. We measure the safety status of all our sites every quarter across a range of attributes to target improvement actions.

Fair employment practices

Lucy Electric complies with all laws pertaining to freedom of association, privacy, immigration, working time, wages and hours, as well as laws prohibiting forced, compulsory and child labour and employment discrimination. We conduct our industrial and employee relations business in an open and constructive manner.

Lucy Electric provides fair and equitable employment terms and conditions. We benchmark people management practices to create an engaged workforce and do more than just keeping the company in compliance with applicable labour, employment and business practices. This helps to maintain a productive and committed workforce. We also strive to help and support our local communities, charities and encourage our staff to do the same.

We have simplified our key principles and translated these into local policies so that they may be easily accessible to everyone throughout the organisation.

Equality and diversity

Lucy Electric is committed to embedding Equality and Diversity across its operations and believes this strategy reflects its commitment and contribution as part of our HR strategy – leading to continuously improving business excellence.

- It is central to the concept of the company that all employees treat each other with respect, regardless of their race, disability, ethnicity, gender (including transgender), age, sexual orientation or beliefs.
- We base employment decisions on job competences (e.g. education, prior experience, behavioural competences) and merit.
- Lucy Electric respects the privacy rights of employees by using, maintaining and transferring personal data in accordance with Data Protection law.



Lucy Electric is **committed to communities** where we do business

Employee development

- We work hard to develop work/life skills, providing tools, resources and a supportive environment for all employees.
- At Lucy Electric, employees work with their managers to make choices that assist them in navigating their work and personal life challenges while meeting the business needs of the company.
- On joining the company all employees receive comprehensive induction training
- Staff development needs are identified via individual development planning and changing business needs.
- Training is delivered via internal, external and E learning programmes. Examples of this include Health & Safety, Environment, Lean, etc.
- We promote a positive culture for work to which every employee contributes and within which they are able to develop to their full potential.

Employee Welfare

- We have an Employee Assistance Programme (EAP) which provides information, support and advice on a range of issues both personal and work related.
- We provide fair and equitable employment policies as appropriate in each country where our employees work, following the principles of fair employment.
- We resolve conflict through understanding differences and we determine the most appropriate course of action with all parties involved
- We maintain an on-going programme of monitoring and reviewing our pay system to ensure it provides equitable pay and is free from discrimination.
- We encourage all employees to raise any concerns within the Company.



Freedom of expression

Lucy Electric fosters a culture which permits freedom of thought and expression within a framework of mutual respect.

- We promote a positive culture for all employees to contribute through self-evaluation, learning and innovation.
- In particular, we encourage involvement in our multi-disciplined Continuous Improvement Teams.

Prevention of discrimination and harassment

Lucy Electric is committed to creating a work environment free of harassment and bullying, where everyone is treated with dignity and respect. We have specific policies which cover bullying and harassment in the workplace and in any work-related setting outside the workplace. We have an open-door policy where employees can discuss any issues in confidence.



Ethics and best business practice

Doing business the right way

Ethics

We set out to create ethical business relationships that are conducted and maintained while working for Lucy Electric. This is achieved through our policies that apply to all individuals working at all levels, including Directors, Senior Managers, Officers, Employees, Consultants, Contractors, Trainees, Seconded Staff, Home-workers, Casual workers, Agency staff, Volunteers, Interns, Agents, Sponsors, or any other person associated with Lucy Electric, or any of our subsidiaries or their employees wherever located.

- Knowledge management: Utilised to improve the availability and use of knowledge and information across Lucy Electric and to support knowledge exchange for improvement in policy and practice.
- To complement our robust Health and Safety policy, we publish regular bulletins with practical advice and guidance on H&S matters.

Overseas traveller risk management

The company is conscious of its duty of care in managing traveller safety. To that end the company undertakes:-

- Traveller induction training which includes risk awareness and health management
- Annual travel Safety training conducted by industry experts
- 'Where's my traveller.' Location monitoring via our travel booking agency. This is designed to ensure that no more than three employees embark on the same flight.
- To ensure understanding and compliance by requiring travellers to complete a safety check list prior to travel.

Communication

Employees are the key success factor for our business. By engaging with our employees, we create a working environment in which everyone feels valued and can achieve their potential. We achieve this through annual employee surveys, regular communication via the intranet, line managers, supervisors and team leaders, newsletters and the Information & Consultation Forum.

We value Employee engagement and create the best work environment possible, a place where everyone can contribute, where issues are promptly raised and resolved, and where communication flows across all levels of the Company.

- We hold Pan Global Company employee surveys looking at how we can improve as an employer.
- We strive to have open, honest communication between managers and employees seeking guidance, also providing or soliciting feedback,



Anti-Bribery & Corruption

As a company we are committed to complying with the Bribery Act 2010 in its business activities in the UK and overseas. This includes the following:-

- Under the Bribery Act 2010, a bribe is a financial or other type of advantage that is offered or requested with the intention of inducing or rewarding improper performance of a function or activity.
- Knowledge or belief that accepting such a reward would constitute the improper performance of such a function or activity. A relevant function or activity includes public, state or business activities or any activity performed in the course of a person's employment, or on behalf of another company or individual, where the person performing that activity is expected to perform it in good faith, impartially, or in accordance with a position of trust.
- All Lucy Electric staff are trained to understand the 'Rights and Wrongs' of conducting business. The training includes interactive examined PC based programmes along with group presentations.



Engaging with our stakeholders

Respecting the interests of all our stakeholders is vitally important for Lucy Electric. We actively engage, listen and respond to their concerns being open and honest in our approach.



To complement our robust Health and Safety policy, we publish regular bulletins with practical advice and guidance on H&S matters.

Community & development



Lucy Electric is committed to the communities in areas in which we operate. We regularly engage with the local community and authorities in order to manage the social, economic and environmental impact of our operations. With Lucy Electric CSR points of contact established in every location where we do business; we are committed and active ensuring that wherever we are in the world; we make a positive difference.

We undertake various activities around the world to help improve the future prospects of those local communities and engage with and support the most vulnerable.





UK

Lucy Electric Thame is where the majority of our CSR and sustainability work is coordinated in conjunction with the rest of the company. It's therefore really important for us to ensure that whilst we are looking at what we can do in our other regions who arguably have more obvious needs, we look also to our own community locally in the UK and make a difference where we can.

Lucy Electric is an active member of local Chambers of Trade and engages with National, Regional and Local authorities. We also liaise with local business forums and actively contribute to alumni events.

Thame Charter

We are a signatory to the Thame Community Charter which is produced by the Sharing Life Trust - the group behind the Thame Community Bank and the Thame Food Bank. By signing up to this, Lucy Electric stands together, as part of the Thame community, to support its ideals and values for the town.

Internships

Lucy Electric is committed to developing our interns' knowledge while also providing meaningful experiences through work-study programmes. The programmes enable Interns to explore the professions, expertise and culture of our Group, under the guidance of our management team. This allows them to combine theoretical knowledge with hands-on experience in the everyday context of the corporate world.

National Charity Events

Lucy Electric Thame takes part in national charitable appeals. In 2018 we raised money for Save the Children – Christmas Jumper competition, The Poppy appeal- Royal Legion, Coffee Morning – Macmillan Nurses, Movember campaign - Men's Health.



Supporting our local community

Lucy Electric Thame has a reputation in the town for being involved in local events and supporting the community with active engagement and assistance.

Thame Green Living Plan

Lucy Electric Thame support the Thame Green Living plan which is a plan to protect and improve the environment of Thame for the long-term health and vitality of the town and its community.



Volunteering

Lucy Electric Thame volunteers became painters and decorators for a day at the local blue cross animal centre - The Lewknor Centre who were delighted with our volunteers.

They said, "Lewknor Blue Cross wish to thank Lucy Electric for planning, organising and delivering such a great job. We cannot tell you how much we appreciate it, and what a difference it has and will continue to make to us all. It really was a good job well done and we would welcome you all back if there is any possibility in the future."

We also took part with the Local Thame Rotary 'Business in the Community' initiative. Lucy Electric staff and employees from other local businesses joined together to undertake community projects during company time.



Other community events

- We sponsor the town's Christmas light switch on
- The Thame swimming gala for disabled children
- We sponsor the local Thame football club
- We collect food for the local food bank and take part in the Community Christmas Box appeal

We are proud of our staff who raise money for charity in their own time!

We celebrate our staff who in their own time raise money for charities through fun runs and various other activities. We have had staff run, motorbike ride, hike, bike, kayak and walk on hot coals (literally) for charity this year for various different charities and causes. We provide staff with two days paid for volunteering a year.

The most challenging event took place during the weekend of 18th and 19th of May where five intrepid Lucy Electric Thame employees embarked on the charity challenge event: the Snowdon triple challenge. This event, unsurprisingly, takes part on and around Mount Snowdon. It requires participants to undertake an 11 mile bike ride, trek up and down Snowdon before 2.5 miles of kayaking on the lake at Llanberis.

The team chose British Heart Foundation, Child Bereavement and Breast Cancer Research to donate to. An amazing £3,290 was raised from the contributions of the company, generous colleagues, friends, and family. Lucy Electric are very proud of what they achieved!



Collaborating to support education

UK Apprentices

We are very proud of our apprenticeship scheme and are extending this further beyond engineering apprenticeships. Our apprenticeship scheme offers young adults the opportunity to study and gain real world work experience. It also offers the opportunity to foster talented individuals and let them excel within the company.

Three out of four graduate apprentices choose to stay and work for us. In 2018 we took on three new apprentices.



Our 2018 Apprentice Awards - Freeman City of Oxford Apprentice of the Year Award

Lucy Electric Thame are very proud of our apprentice George Kingston-Rayes who won the Freeman City of Oxford Apprentice of the Year Award.

The Freeman City of Oxford Awards took place on 8th March, 2018 at the Oxford Town Hall. George was presented with a plaque for himself and another for the company along with a small cheque. George is in the third year of his apprenticeship and is currently working to complete an HNC in Electrical and Electronic Engineering funded by the company.



Thesis support and Collaboration

We encourage students who are writing a thesis relevant to Lucy Electric to get in touch with us as we are keen to support and help the next generation of engineers where we can.

Lord Williams's School

Lucy Electric Thame are very pleased to have excellent links with the local High School Lord Williams. We are often called on to help contribute to the education of the students through activities such as Work Experience, factory tours, future days etc. Regularly members of different departments go to the school to talk to students about their experiences of work and the different kinds of career paths available.



Lord Williams's School
Sic itur ad astra a tous venaunts

We also take part in the Lord Williams Future Fest an evening dedicated to help young people understand the variety of local companies are in the area, what they offer and what they look for when employing people. All of this helps students think about what they want to do in the future and how their studies contribute to a successful career.

Lucy Electric Thame have committed to supporting fund raising events for the school such as the Lord Williams Hot Cross bunny run.



Thames Valley Sales Apprenticeship Challenge

The Sales department took part in a local event called the Sales Apprenticeship Challenge run by the Buckinghamshire Thames Valley Local Enterprise Partnership. The challenge was to 'Sell Buckinghamshire as a great place to live'. Members of our Sales department taught the students about communication skills, discovering and identifying customer needs, and advanced selling skills and techniques. They explained how to devise and deliver a sales pitch. The second part of the challenge was a chance for the students to put into practice what they had learnt!

Students from Buckinghamshire University Technical College were given a Lucy Electric Thame site tour followed by an IT and Sales presentation on how to deal with exports and overseas sales. They coached, advised and helped the students to think about sales media and how to work together as a team to deliver a good sales pitch.

The short list of teams went to Pinewood studios and pitched their presentations with a winner being chosen. Lucy Electric Thame was pleased to deliver the exciting opportunity for year 12's, developing the core sales skills everyone needs to gain for use professionally and in life whilst also gaining valuable experience.

STEM

Lucy Electric Thame is very proud to have received the Silver Award from Science Oxford again this year. Science Oxford runs the STEM world of work programme which aims to offer fun and stimulating opportunities for students to see the relevance of their studies to real life situations and to challenge their perceptions of STEM (Science Technology Engineering & Maths) studies.

The award recognises the hard work of the engineering department in Thame whose members have taken the time out from their heavy workloads to receive the STEM students, teaching them what they do, and running work place visits and summer placements



The High Sheriff of Oxfordshire Young Engineer Awards 2018

Since 2009, the High Sheriff's Young Engineer Awards (HSYEA) has been celebrating the talent of Oxfordshire's young people by encouraging and recognising the technical skills and achievements throughout the county's schools, colleges and workplaces.

Originally introduced by the then High Sheriff Richard Dick, Chairman of the Lucy Group, the awards are designed to inspire and reward the next generation of creative thinkers and problem solvers, encouraging them to consider a career in engineering. Entries are judged by a respected and experienced engineer. Finalists and runners up are then invited to a prestigious awards ceremony attended by family and friends to celebrate the success of students and apprentices nominated to receive an award.

This year the event was hosted at the Lucy Electric factory in Thame. A section of the 'goods in' area was transformed to host the ceremony accommodating a stage and seating for over a 100 invited guests. Various 'stations' were set up throughout the rest of the factory to showcase the various stages of manufacturing currently undertaken on the site.

Along with the finalists and their families, guests included the current High Sheriff of Oxfordshire Richard Venables, the Mayor of Thame Ann Midwinter together with friends and associates of the Lucy Group.

The five award categories were:

- Best Student aged 14 – 16
- Best Student aged 16 – 18
- Most improved student aged 14 – 16
- Most improved student aged 16 – 18
- Best apprentice aged 16 - 18

Each finalist (5 in total) received an iPad and framed certificate

The event was a great success. The guests enjoyed walking round the factory and listening to the presentations and product demonstrations which took place at each station. A huge thank you is due to everyone who was involved and without whom, we couldn't have pulled off such an awesome day!





Thailand

Lucy Electric Thailand is the newest Lucy Electric manufacturing facility located in Chonburi on the Eastern Seaboard in Thailand. Having been established in a newly constructed factory/office building it has enjoyed the benefits and challenges of being able to start the CSR journey from the very beginning.

Award for Environment

Lucy Electric Thailand has done extremely well with its environmental improvements by winning the Waste Management 3Rs and Zero Waste to Landfill awards from the Ministry of Industry and the Eastern Economic Corridor waste management project.

Lucy Electric Thailand is one of the 47 entrants from Waste Management 3Rs and 27 entrants from Zero Waste to Landfill who achieved awards.



Practical help in the community

A Lucy Electric Thailand work party supported the local community by cleaning a local temple Wat Khao Boat in Rayong province. The team can be seen sweeping up around the temple and cleaning the lawn areas. Lucy Electric Thailand employees have also made a donation to help with future temple maintenance costs.

Staff have also been very active giving practical help to the local community visiting local orphanages and schools, donating funds, stationery, sports equipment and other supplies which both local primary schools and orphanages are greatly in need of. Lucy Electric Thailand employees have also provided practical support.

Lucy Electric Thailand employees jointly organised a day to support a local school by painting the sports field facilities and classrooms. A box has also been set up in the Lucy Electric Thailand canteen to encourage staff to make donations to the school so that games, books and learning materials can be purchased.





Dubai

Internship Scheme

Our Lucy Electric factories located in Dubai are in a long term partnership with an Engineering College - BITS Pilani. We have a 5 month internship programme with the college and have employed many of our former interns on completion of their studies.

Lucy Electric UAE also supports charities in its region and those impacting on our associates.

Employee Welfare

We take care of our employees' welfare - particularly our ex-pat direct workers who are working away from home. We look after these ex-pat employees by ensuring they have every necessary amenity as well as other dedicated facilities. We have built clean, well maintained facilities for all our direct workers who also benefit from the services of an onsite doctor and a fully equipped first aid room.

We encourage staff to socialize and have fun - they have a gym, basketball teams, a dedicated cricket pitch, team building events and tournaments, staff parties, five a side football, excursions, cultural celebrations, fun runs. The Onam festival is celebrated every year as is Ramadan and Christmas.

Employee Wellbeing

This year our Dubai sites have focused on employee health and well-being alongside our community initiatives.

Wellbeing and stress awareness - Our Sales office and factories LME & FZE (Lucy Middle East and Free Zone Enterprise) launched a wellbeing and stress reduction session together to increase awareness of the impact that stress can have and the tools available to combat its negative effect. A team of experts were brought in to help employees understand and recognise the triggers of stress. Techniques to beat stress were outlined which also incorporated alcohol dependence and its dangers.

Alongside this, our Dubai sites again working together have taken an holistic approach by also running workshops about healthy eating as part of a wellbeing programme. The advice included subjects such as healthy nutrition, proper posture, physical activity, stress

management, positive attitude, conflict management, impact of sleep and tobacco on health.

To round up the focus on wellbeing the offices celebrated International Yoga Day. Specialist yoga teachers were brought in to teach staff how to do yoga at their desks. They were taught easy yoga and relaxation exercises, breathing techniques and meditation. The session was interactive and staff were encouraged to practice what they were taught.



Community campaigns

Lucy Middle East and our Manufacturing sites have taken part in various fund raising walks for charity this year in aid of charities who support health and education. Staff were invited to take part with friends and family.

A number of employees from the offices took part in the Walk for Education in February. Dubai Cares hosted its 9th Walk for Education and colleagues walked together to raise awareness of the millions of children in developing countries who walk long distances every day to go to school.



Members of Lucy Middle East and Free Zone Enterprise have also taken part in the Beat Diabetes walk this year to raise awareness of diabetes and to promote a healthy lifestyle. The Beat Diabetes walk is an important event in Dubai which is mirrored in Bahrain, Oman, Kuwait, Qatar, India and Saudi Arabia.

This year our colleagues in Dubai volunteered at the Ramadan Market fair. The fair is a charitable event held before Ramadan in which basic essentials are provided to core workers across Dubai. This is one of the largest volunteering events of the year, attracting well over 100 volunteers annually. Our team volunteered in the 'Freshen up' booth where they managed the distribution of items and engaged with those who were in need. There were other booths at this event which gave out food and clothes.



Fund Raising for Kerala

In August, severe floods affected the south Indian state of Kerala due to unusually high rainfall during the monsoon season. It caused the worst flooding in Kerala for nearly a century resulting in the sad deaths of 483 people and the evacuation of a million people. All 14 districts of the state were placed on red alert.

According to the Kerala government, one-sixth of the total population of Kerala have been directly affected by the floods and related incidents. The Indian government declared it a Level 3 Calamity with it being the worst flood in Kerala since the great flood that occurred in 1924.

This disaster was keenly felt by our Dubai staff as a majority of them are expat Indian nationals working in Dubai and many have families affected in Kerala. To try and support rescue/aid efforts, they took action:

There was an appeal to the employees to voluntarily contribute towards the relief fund for Kerala as many people had lost their lives and millions had been relocated to relief camps due to incessant rains and flooding in the State of Kerala in India from where most of our shop floor employees hail. Our employees were very generous with their contributions and we collected a sum of AED 24,071.

To show their solidarity to this cause, our shop floor employees sacrificed their Onam celebrations to pass on the proceeds to this cause. Onam is a 4 day festival primarily observed in Kerala to celebrate the harvest.

Lucy Electric management magnanimously decided to match the contribution made by the employees and a sum of AED 48,142 was transferred to the Chief Minister's Kerala relief funds. This is a classic example of how the employees and the management of Lucy strongly believe in giving back to the society.

Donations to local charities

The Dubai offices have been very active in supporting local charities in anyway they can. This year they have sponsored two children who suffer from diabetes. The sponsorship pays for ongoing medical care and support for these two children.

Tree planting

As part of FZE's ongoing commitment to improving the environment, neem trees have been planted in front of the FZE stores office suite. Not only will this work towards a better environment but it will also enhance the beauty of the site to the benefit of employees, customers and our neighbours alike.

The team have also done a fantastic job in donating stationery equipment to the Al Noor Training Centre for children with disabilities in Dubai. Al Noor has been providing high quality professional training to the special needs community in Dubai for over 30 years. Starting with only 8 children, the Centre has expanded to facilitate and enrich the lives of up to 300 children and young people from different nationalities who have various physical and cognitive challenges such as Down's Syndrome, Cerebral Palsy and Autism.



The Environment

Reducing our environmental impact and the problem of Plastic has been a focus at our Dubai sites.

Recycling

Lucy Electric Dubai have extended recycling beyond the factories and into the offices. Recycling stations have been established in the office along with publicity material so that office staff understand how to use them and separate out their waste. Now all office cans, plastics and paper are segregated and recycled.

Plastic Free July!

Our two sites in Dubai have taken part in a global initiative to reduce the amount of plastic we use. Plastic Free July is an organisation with a mission to build a global movement that dramatically reduces plastic use and improves recycling. Their vision is a world without waste. Staff have taken this challenge seriously and have committed to a high level of reduction by refusing plastic whenever possible, reusing it when suitable and recycling it as a last solution.





India

Lucy Electric India

Formerly known as Compton Greaves Lucy (CGL), Lucy Electric India was a joint venture but is now a wholly owned Lucy Electric business. The Lucy Electric India team continue to support work they started under the auspices of CGL and have since adopted some new projects as part of their CSR programme.

Energy conservation & Biodiversity

An energy conservation project was undertaken last year at Lucy Electric India. All the shop floor lights were replaced with LEDs and energy saving improvements were made on the operation of the air compressor. This project has saved around 7500KW of electricity per month compared to previous usage.

As part of the environmental drive, Lucy Electric India also planted around 150 trees in and around the periphery of the factory. The scheme includes various fruit bushes and beautiful flowering trees which will encourage biodiversity and enhance the local environment.



National Safety Week

Lucy Electric India has been celebrating National Safety Week for the last 5 years. During this year's event, Lucy Electric India held health and safety training promoting best safety practices in day to day life but also at work. This time the event was marked by Lucy Electric India in a different way - patches were given to all employees to stitch on each other's shirts to reinforce the message "Safety First Every Day." This event was started by Mr. Nitin Thombre CEO and a lot of fun was had by all whilst also making sure the message was conveyed loud and clear.



CSR budget to the Kerala Relief fund

Lucy Electric India have been touched by the terrible floods suffered by so many in Kerala. In order to help those in Kerala get back on their feet, LE India have pledged to give one third of its CSR budget to the Chief Ministers Relief fund for Kerala state. This represents a significant sum as all businesses in India are required to divert a percentage of their profits to good causes/projects ,

Supporting the local community

Members of the Lucy Electric India team have for the first time run in the Nashik Police Marathon, an annual event designed to reduce road accidents and promote good neighbourly behaviour.

Lucy Electric India is also supporting a unique project for the children's traffic park established by NGO Nasik First. This beautiful traffic park was developed to provide training on road safety and the rules of the road. Lucy Electric India provides sponsorship to keep this park up and running for the children.

Thalassemia

On the 7th September 2018, management of Lucy Electric India Ambad Nashik once again set an example of social responsibility by committing to a regular blood donation camp for needy patients in Nashik. Lucy Electric India arranged a blood donation camp as well as a health check-up camp in association with Arpan Thalassemia Society Nashik and Sahyadri Super Speciality Hospital Nashik.

The camp was conducted in the company premises and a record 125 blood bags were donated. The blood donation camp was part of the CSR activity for Thalassemia patients and continues the campaign that started in 2012.



The free health check-up camp saw 167 participants taking full advantage of the tests being administered. Tests like Random Blood Sugar (RBS), Blood Pressure (BP), Body Mass Index (BMI), Peripheral Capillary Oxygen Saturation (SPO2), Electrocardiogram (ECG) were performed and a final consultation by a doctor was also available.

Lucy Electric India also financially supports Thalassemia children registered with Arpan Thalassemia Society for treatment.



Lucy Electric Manufacturing & Technologies

Health & Safety

Also based in India (Vadodara), Lucy Electric Manufacturing and Technologies celebrates the National Annual Safety day which promotes overall safety in industry and their employees. Open house meetings are regularly set up to understand employees work concerns and assist in stress management.

Environment

Our office is located on a busy road crossing through a rural but increasingly developed area. As such, the team take environmental responsibilities very seriously. Measures include waste minimisation and recycling, energy and water conservation along with site beautification to promote wildlife habitats.

For example, Monkeys are often to be seen enjoying the fruits from trees planted around the factory, the guard hut lighting is fully energised by solar power and the use of single use plastics has been eliminated by installing mains drinking supplies and taking other measures.

Education & Training

We have links with local universities and provide graduates with the opportunity of employment. We also provide staff with career development opportunities by supporting extra studies and education in the community. We are proud of our support for Kota Maida, a local school that has been 'adopted' by the company.



Spotlight on 'Kota Maida School'

India was the first country in the world to mandate Corporate Social Responsibility into law. This includes CSR guidelines requiring companies to spend 2% of their net profit on Social Development which must be approved by the State authorities.

Lucy Electric Manufacturing Technologies chose to begin a project to support Kota Maida village school which is located close to the factory. The school buildings were inadequate, in dire need of maintenance and very uncomfortable in hot weather. In addition, the school had limited resources to provide learning materials and support for the children many of whom are from disadvantaged homes.

The project funded by this India office was designed to totally refurbish the school. In 2015/6 two classrooms were constructed at the school to replace some inadequate and rather dangerous buildings. In addition, a fully equipped play area was installed.

In 2017 the second phase of the project was completed and the school has now been completely rebuilt with new lights, fans and writing board along with bigger windows for better air circulation. In addition to this a computer room with all new LAN connections and maximum power socket availability for connecting computers has been installed. Further enhancements such as providing a shaded, covered way for children to have their lunch and the construction of brand new rest room facilities are planned for 2019.





Saudi Arabia

Lucy Switchgear Arabia staff have once again held what is becoming an annual Football Tournament along with a company BBQ that was enjoyed by all. This event was attended by all Lucy Electric Saudi Arabia employees

Assembly Rugby Kit Collection for children in Colombo

With support from Lucy Switchgear Arabia, a huge kit collection was organised in Bahrain at the rugby club and a number of local schools. The kit was presented to the school kids during a series of school rugby workshops which Bahrain Rugby Club conducted in Colombo. The schools exist with very little funding or support for extra-curricular activities, with most of the children belonging to low income families.

Iftar



Sharing the spirit of the holy month of Ramadan as a family, Lucy Saudi Arabia organised an Iftar gathering for all employees and their families, which took place at the Holiday Inn Corniche Hotel. The Iftar gathering brought together all Lucy Saudi Arabia colleagues who enjoyed the ritual of breaking the fast together. Far away from work, employees reconnected during this special time, sharing personal news as well as perspectives on the business environment.



South Africa

CSR is important in South Africa and Lucy Electric South Africa has adhered to Lucy Electric's CSR principles from inception. For example, Lucy Electric contributed by paying for the further education of South Africa staff and also contributes to social uplift of a previously disadvantaged population through Non-Government Organisations (NGO's). Donations have been made via the TISO Foundation Charitable Trust to support various social uplift programmes.

The legislated South African Government's Broad Based Black Economic Empowerment (BBBEE) is a programme designed to uplift previously disadvantaged and marginalised society. A business must qualify to at least Level 4 (and above) to be compliant for Government or quasi Government supply.

Currently on level 3, Lucy Electric South Africa continues to drive identified areas for improvement. Lucy Electric South Africa staff training programmes are also planned and recorded on a SETA annual training report which details plans to up skill staff including pivotal training.

Mandela Day

Mandela Day is a global call to action that celebrates the idea that each individual has the power to transform the world and the ability to make an impact.

As part of this initiative Philip Fouche, Dineo Leshalabe and Madeli Botha from the South Africa office visited the children at the Kuierkidz Learning Centre.



Kuierkidz Learning Centre is an independent special needs school situated in Melodie, Hartbeespoort. They combine the best of outdoor and indoor learning activities which promotes the full potential of their learners. During the visit, LESA made a cash donation to the centre and brought refreshments for the children so they could have a party. They were given a tour of the various classrooms and witnessed first-hand the special schooling program developed by the school Principal, Mrs Rene Coetzee. Every child has a tailor-made program which is special to his/her needs.

Recycling Drive

Lucy Electric South Africa started the year as they meant to go on by launching new CSR initiatives. The first initiative for South Africa in 2018 was to improve the environment by introducing recycling bins in the office and warehouse.

Recycling services and infrastructure in RSA are not presently as advanced as in some other countries but Lucy Electric South Africa can now call on a recycling entrepreneur to pick up collected materials from time to time. The recycling agent will sell the recycled material to a recycling company at collection points that are now being established.

Abraham Kriel Bambanani

One of the charities that Lucy Electric South Africa has been supporting is Abraham Kriel Bambanani, a registered non-profit organisation that provides care and skills development for traumatised children and youth in need in the greater Johannesburg area.

They provide shelter, physical care, rehabilitation and skills development for beneficiaries that have been subjected to trauma, abuse, poverty, neglect and unemployment. This support is delivered via residential care, community services and educational programmes.



Lucy Electric Brazil

Lucy Electric Brazil is the latest addition to the Lucy Electric family manufacturing switchgear and associated products for the South American market. The team are already making a great contribution to our CSR programmes.

IT equipment donation

Lar Batista Esperanca (LBE) is a 29 year old social project that provides sheltered housing. The project has served more than 850 children and adolescents aged between 0 and 17 years. Currently there are 50 children at risk of personal and social vulnerability residing in eight active shelters. These children usually arrive through the Guardianship Council and receive housing with food, clothing, courses, hygiene and leisure, as well as psychological assistance.

One of these units is located in Araucária, less than 1 mile away from our Lucy Electric plant. Through a local city house contact, Lucy Electric Brazil made a significant donation of obsolete computer assets to them. In total LE Brazil donated 6 laptops, 7 desktops, 4 thin clients and 23 monitors.

The laptops went to a local sport karate organization that works in association with LBE to support the kids and disabled athletes to encourage physical activity and disciplined behaviour. The other equipment went to the local LBE computer lab used to teach and develop the children basic IT skills and better prepare them for a professional career.

Warm clothes for families

During winter in Brazil temperatures can drop down to 32° F (0° C), especially in the south where Lucy Electric Brazil is located. Lucy Electric Brazil decided to start an internal donation campaign for warm clothes to support LBE children and local families that struggle during this time of year. Employees were proud to share with the less fortunate in their local community.



Wellbeing Day

LBE undertook a programme to improve wellbeing to the benefit of individuals and the company.

Fruit in the office

Before employees started their shift, a little treat was placed on their work stations - a packet of fruit, along with some food tips and health information.

Work place exercises

Information was provided for all production and administrative staff on workplace exercises and stretches that can prevent repetitive-motion injuries.

Health lectures and orientations

At the end of the day, employees were given the opportunity to listen to a talk from a local occupational doctor about the importance of eating and sleeping well.



Lucy Asia Pacific

Lucy Electric Asia Pacific is a Lucy Electric Sales office located in the centre of Kuala Lumpur, Malaysia. Although small when compared to the larger manufacturing sites, it takes CSR very seriously and finds increasingly imaginative ways to support the Lucy Electric programme.

Protector Charity Night Run 2018

Lucy Electric Asia Pacific management and staff, Isabelle, Ee Pin, Lina and Nurul participated in a 5km night run, for the Protector Charity Night Run 2018.

The purpose of the run is to raise awareness on preventing child sexual abuse and promoting the well-being of our children. PayPal presented a donation of RM 100,000.00 to the president of Protector and Save The Children Association of Selangor and Kuala Lumpur.

Protector and Save The Children began in April 1999 in response to the need to provide a voice for sexually abused children. In a move towards a world that upholds the rights and dignity of every child, the vision is to build safer communities where children are protected from exploitation. Save The Children aims to achieve this by advocating and establishing effective prevention education for both adults and children, strengthening treatment and support services, while forging partnerships within communities. Lucy Electric Asia Pacific are glad to be able to support and run for such a good cause.



Buka Pusa- 'Breaking the fast'

To embrace the holy month of Ramadan, management invited all Lucy Electric Asia Pacific staff to celebrate this occasion together in June. Employees had a great time together gathering to socialise and get to know each other outside of work with some much-needed rest and relaxation.



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