

Corporate social responsibility policy and achievements



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 life cycle.

Based in Oxfordshire, UK, Lucy Electric has offices in the UAE, Malaysia, Thailand, Saudi Arabia, India, Brazil, East Africa and South Africa, with manufacturing facilities in the UK, the UAE, Saudi Arabia, India, Brazil 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 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, evidenced through our commitment to protecting the environment, supporting human rights and benefiting the communities in which we operate. That's why we've chosen to benchmark our activities against ISO 26000 guidance. This detailed and comprehensive approach is what we aspire to in all areas of our business.

Our Corporate and social responsibility (CSR) policy sets out the principles we follow and the programmes we've developed, focusing on areas where we have impact or influence.



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Organisational Governance

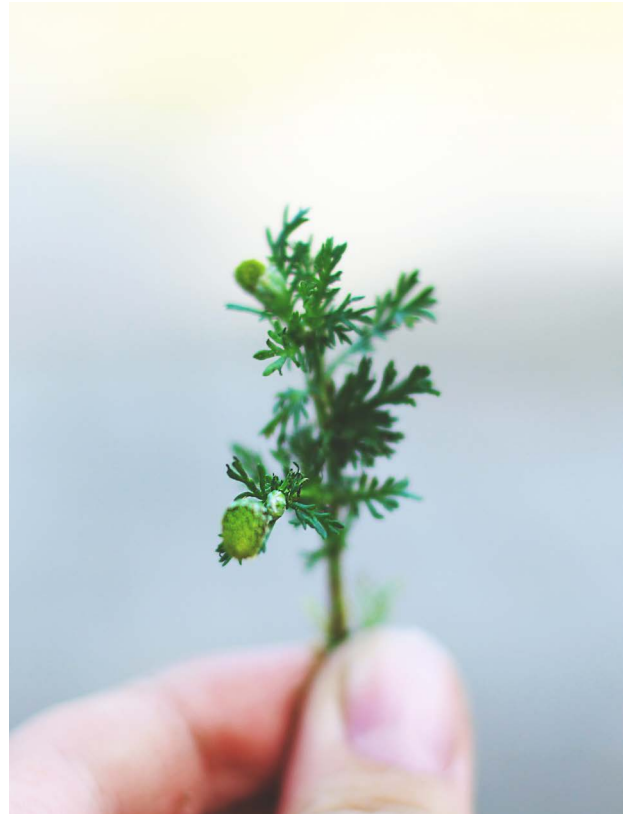
How we manage and measure CSR at Lucy Electric

ISO 26000 splits the principles of CSR into 7 seven pillars of CSR or categories. 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 its activities against these seven pillars to ensure that it achieves 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. This is how we monitor our progress in all aspects of corporate responsibility and sustainability.

We encourage participation in social initiatives and are proud of the commitment shown by our employees who readily engage in CSR activities to help 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 the organisation.



Group Values

Lucy Electric (LE) is part of the Lucy Group of businesses. Underpinning our CSR strategy is our company culture and ethos which permeates every aspect of our business and how we approach opportunities and meet challenges. Central to this philosophy are our Lucy Group values which are enshrined in Lucy Electric and our other businesses.



Trusted

We build and maintain trusted relationships with our people, customers and communities.



Daring to differentiate

We make bold decisions. We stand out.



Caring

We treat our people and customers with fairness and respect. We value the diversity of our people. We recognise and develop our people.



Working together

Team working and communication are at the forefront of everything we do. We share our knowledge across our organisation for the benefit of all.



Excellence

Creating excellence through inspiring leadership: we lead by example to deliver our objectives.

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 CSR 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 have exceeded the compliance requirements of the UK Modern Slavery Act 2015, which introduced obligations applicable to most commercial businesses. 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.

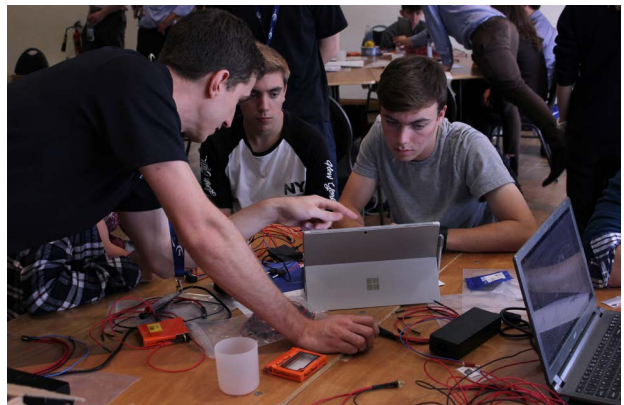
Our fourth annual Modern Slavery Act Statement has been published by our Board of Directors and is accessible via our websites. Existing suppliers have been asked a series of searching questions to check not only their own compliance but the compliance of their supply chains. All new suppliers are required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



Supply Chain Management

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.



Ethics and best business practice

We create ethical business relationships that are conducted and 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 and any other person associated with Lucy Electric or any of our subsidiaries or their employees wherever they are located.

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.

Anti-Bribery & Corruption

As a company we are committed to complying with the Bribery Act 2010 in our 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.

Having 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.



Doing business the right way

Customers are the life blood of any business. We aim to deal honestly with our customers to secure their loyalty and trust by providing products and services which exactly match their requirements in terms of price, quality and specification. We regularly review our performance in meeting our customers' expectations through customer satisfaction surveys together with feedback from our sales and customer service teams.

Our management system strives to help achieve new levels of business excellence.

Expectations are:

- Business objectives and targets must be integrated and monitored through an agreed set of key metrics.
- All personnel (from top management to associate level) at each business unit must demonstrate active involvement.
- Preventative action is used as a management tool
- Rigorous demands are made when planning for new product/service introductions
- Problem solving methodologies drive continual improvement
- The framework of the Lucy Integrated Management System (LIMS) is much like our business: multifaceted with quality and CSR.

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.

Compliance

Lucy Electric complies with the following environmental standards and policies:

- ISO14001:15
- WEEE
- CEMARS (Certified Emissions Measurement and Reduction Scheme)
- Waste to landfill
- F Gas regulations
- Lucy Integrated Management System -Environmental Objectives (internal)
- Recycling initiatives (internal)



ISO 14001:15

Lucy Electric is certified against the ISO14001:15 standard for environmental management to help organisations:-

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

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

We use recyclable materials wherever technically and safely possible.

Logistics

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

We measure our UK carbon footprint and publish the results; this is being rolled out to our other sites around the world.

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.

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, metals and plastics used to build products, which reduces waste and cost.

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



Energy use

Global measures to reduce carbon emissions

The last few years have seen an acceleration of moves to reduce carbon emissions and make the workplace more environmentally friendly. Recent government commitments in this respect are very much in line with our objectives.

Year after year we have worked hard to drive down our emissions as we realise this is not only good for the planet, it also reduces cost. This is an important part of CSR as we commit to favourably impacting the areas in which we operate.



What is Lucy Electric doing to measure its carbon footprint?

Until 2018, our sites were individually measuring their carbon footprint, taking a range of factors into consideration, such as electricity, gas, water and transport usage. Although this did provide transparency on a country by country basis, the reporting fell short of internationally recognised protocols and therefore made it difficult to produce a total emissions figure for all sites (manufacturing).

To align reporting methods, we adopted the principles outlined in the UK standard (ISO14064) CEMARS. Working together our site, quality and environmental managers developed a common framework for data capture, creating a platform for driving continuous improvement.

Each site is still responsible for its own improvement activities, but the sharing of standardised data and knowledge has allowed us to collaborate more effectively around our quest to reduce global emissions.

The success of the process at Lucy Electric has been recognised and is being rolled out at Lucy Group level through the Global Reporting and Analysis Framework (GRAF). This will enable Lucy Group to report total emissions in its annual report and accounts.

CEMARS and Lucy Electric's carbon footprint

Lucy Electric measures its carbon footprint in the UK using the world class CEMARS standard provided by the Achilles Carbon Reduction Programme. CEMARS, a leading certification programme recognised across the globe

An organisation must demonstrate its commitment to measuring, managing and reducing greenhouse gas emissions in a robust and credible way to become certified.

We also use CEMARS to identify areas where we can improve our carbon footprint; evaluating gathered data enables us to identify future environmental objectives.

CEMARS gold certification

Lucy Electric UK has been awarded a CEMARS gold certificate for its continued commitment to reducing greenhouse gas emissions.

CEMARS rewarded Lucy Electric for achieving an impressive 18.13% reduction in absolute emissions over the past eight years. As a result of this sustained reduction and for having no non-conformities across our data sets.

Upholding a year-on-year reduction is challenging but Lucy Electric UK has shown that by working together towards a shared goal of measuring and reducing our carbon footprint, we have made a real difference.



Achilles

Lucy Electric Thame is assessed every year by the Achilles Utilities Vendor Database Audit. The purpose of the Audit is to provide a higher level of pre-qualification assurance for buyers within the utilities sector. It allows buyers' access to a suitably pre-qualified supply chain that they can invite to tender.

This year presented difficulties as the auditors were unable to be physically on site. Everything was done remotely and despite all the challenges posed, the audit went remarkably well.

A category D status was awarded which is the highest-level audit and the team recorded 100% across the board for Health and Safety, Environment, Quality and Corporate & Social Responsibility (CSR).

Disposal of waste

We are committed to minimising waste and controlling hazardous waste. This means controlling stock levels and disposing of all waste through appropriate, safe, responsible and accredited suppliers. Lucy Electric ensures that only suitably qualified suppliers are utilised for this purpose.

Five years zero waste

Our relentless drive to reduce waste and maximise recycling has resulted in our UK factory recording 'zero waste to landfill' for the fifth successive year. Our overseas facilities are also recording significant improved levels of recycling and a corresponding reduction in waste.



Water saving initiative in Dubai

Water is a very precious resource and perhaps even more so in the Middle East. Our factories in Dubai (UAE) have installed a water recycling system capable of handling sewage to provide safe water for irrigation.

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 provides 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 in the county 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.

Further environmental improvement initiatives

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 air-conditioning units comply with F Gas 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.



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 its supply chain. We are proud to confirm that the use of both materials has been completely eliminated.

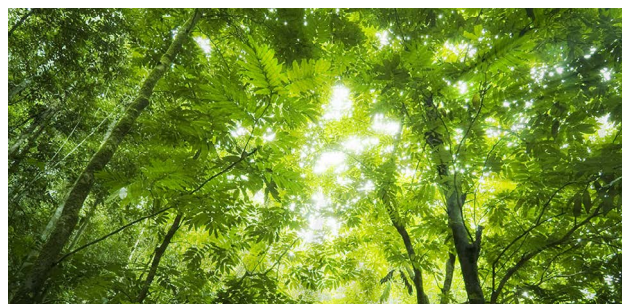
In the UK single use plastic cups and plastic bottles were eliminated from water fountains and vending machines in favour of recyclable paper cups, glass and porcelain mugs.

In India and Dubai plastic bottles in the canteen were replaced by metal jugs and glass. Projects are running to reduce the use of plastic bags for packaging material.

In Thailand a 100% elimination of expanded polystyrene (EPS) insulated water bottles was achieved, these were replaced by glass bottles. The next step will be to work with the food supplier to provide recyclable cutlery.

Similarly, plastic cups are being replaced by paper cups in Saudi Arabia. Plastic spoons are also being swapped out for wooden ones and a mug was given to each employee for personal use instead of plastic bottles.

These activities extend our efforts to be more sustainable; to date, we have seen the elimination of polystyrene from packaging and the elimination of paper towels in our UK facilities.



Tree planting initiative 2020

In January 2020, a campaign was initiated to plant trees at all the Lucy Electric sites where possible..

This happened to coincide in the UK with a local community group planning to plant over five hundred trees in the locality surrounding the factory in Thame. Lucy Electric generously sponsored funds to '21st century Thame', (the local community group) to help make their vision happen.

Like everything else this year, not all went to plan. When a lock down in the UK was announced in late March all tree planting parties were cancelled. Though some trees had thankfully already been planted, others were still being nurtured in people's gardens. This left some trees with nowhere to be planted.

A local landowner saved the day and agreed to plant the remaining trees on his land. There are now trees planted and cared for all over Thame and a mini forest growing on land within the Thame boundary. Lucy Electric Thame was responsible for the purchase and care of over 500 saplings! Once grown, these trees will provide clean air, reduce pollution and provide sheltered nesting sites for wildlife in the area. This is a legacy to endure and for all of us to be very proud of.

Lucy Electric India and Thailand also joined the campaign and planted trees on their sites. These trees will help to improve air quality, provide homes for local wildlife and help reduce the impact of flooding which can be a problem in Thailand and India during the monsoon season.

Lucy Electric Brazil have also made plans to plant fruit trees on their site with other Lucy Electric sites following suit once Covid-19 restrictions are relaxed.



Dubai Chamber Sustainability Week

Dubai Chamber of Commerce & Industry is a public non-profit organisation that supports the business community in Dubai. It also promotes Dubai as an international business hub.

This year the Chamber launched a sustainability week to encourage and raise awareness of environmental issues. Lucy Electric UAE took part in the 'Let's reduce and recycle campaign' which encouraged companies to recycle their waste. A 'clothes recycling drive' was chosen as the activity for the campaign which wonderfully served the community and the environment in unison.

Clothes were collected from staff which would have otherwise gone into landfill and in three weeks 62Kg of material was gathered. These items were then sent to the Red Crescent charity in Dubai to make blankets for the poor and needy.



Health & safety, wellbeing and equality

Taking care of our employees

- Our full time team of H&S (Health and safety) specialists manage safety across all Lucy Electric factories and offices. The 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 45001 certification across our established manufacturing sites. We measure the safety status of all our sites every quarter across a range of attributes to target improvement actions.
- Lucy Electric provides fair and equitable employment terms and conditions. We benchmark people management practices to create an engaged workforce, doing 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 and charities and encourage staff to do the same.
- We have embedded diversity across the business. We have simplified our key principles and translated these into local policies so that they may be easily accessible to everyone throughout the organisation.
- We continuously train and reinforce safety messaging throughout the business and some examples follow:

Safety leadership training

Both Dubai and Thailand's H&S departments provided leadership training to department managers, supervisors and team leaders from across the business. Site directors also joined the training and demonstrated their commitment to safety management.

These sessions highlighted the need for H&S awareness, equipping managers with the right tools and knowledge to pro actively engage with employees on all safety related matters. It aimed to help leaders become more skilled at influencing employees to adopt safe working cultures, ensuring that high-quality standards are upheld.

At the end of the training course, employees completed a Personal Safety Action Plan (PSAP), committing themselves to four individual safety actions to complete over the next three, six and 12 months.

Health & Safety week in Brazil

Lucy Electric Brazil dedicates a week (at least an hour per day) every year to talk about safety in the workplace and create events to engage all employees. This year was no different and despite Covid-19 safety restrictions, staff took part in the planned events albeit with compliant social distancing in place. The health programmes were even more pertinent this year focusing on staying healthy and taking measures to mitigate the spread of Covid-19.



Covid-19 Precautions

All our locations have amended working practices and processes to make them covid safe. Like all our sites around the world Lucy Electric Brazil reacted quickly, taking precautions to ensure everyone on site remains healthy and safe. All employees, visitors, customers, or out sourced services are always required to wear a mask inside the workplace and have their temperature measured and shoes cleaned before entering the facilities.

All common areas and inbound material areas are constantly cleaned during working hours. The use of alcohol sanitising gel and keeping the minimum distance between people is continually reinforced to stop the spread of the disease.

Special site-based newsletters and communications have been set up for all employees. This covers updates to Government measures, healthy organization guidelines, channels of medical and psychological support and any other wellbeing tips and guides during the Covid-19 pandemic.



India: Spotlight on National Safety Week

Lucy Electric Manufacturing Technologies (LEMT), based in Vadodara, India, celebrates its National Annual Safety Day which promotes overall safety in industry and the responsibilities of employees. Open house meetings are set up to offer support and guidance to workers; the meetings aim to listen to employees' work concerns and assist in stress management.

Lucy Electric India (LEI) has celebrated National Safety Week for the last six years. During this year's event, Lucy Electric India carried out health and safety training to promote best safety practices at work and in day-to-day life.



Equality and diversity

Lucy Electric is committed to embedding equality and diversity across its operations. It reflects its commitment and contribution in its HR strategy – leading to continuously improving business excellence.

We promote a positive culture for work to which every employee contributes and within which they are able to develop their full potential.

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.

Lucy Electric has an embedded diversity across all its entities. We have simplified our key principles and translated these into local policies so that they may be easily accessible to everyone throughout the organisation and to make this information widely available for all employees of Lucy Electric in a range of formats.

We base employment decisions on job competencies (e.g. education, prior experience, behavioural competence) and merit.

Lucy Electric respects the privacy rights of employees by using, maintaining and transferring personal data in accordance with General Data Protection Regulations (GDPR).

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 other work-related setting. We have an open door policy where employees can discuss any issues in confidence.

Training

As part of our commitment to providing development opportunities for our people, we've recently launched new global development programmes to bring new skills, ideas and tool kits to our businesses, supporting with leadership skills, project management and team dynamics.

To date, over 110 employees have participated in these programmes, which have been facilitated in the UK and India, all with great success and participation from the teams.

Spotlight on International Women's day

International Women's day was celebrated in Lucy Electric Brazil. Every lady was presented with a plant to thank them all for the valuable contributions they make to the business, the teams they work in and the help they provide to each other and their other colleagues. This small but important acknowledgement of their hard work helps to recognise and mark their achievements.

International Women's Day was also marked by the Directors at Lucy Electric India presenting all female employees with flowers and greeting cards as a token of their appreciation. This was an opportunity to acknowledge and recognise the very valuable contributions that Lucy Electric India women make to the business and everyday working life.



Freedom of expression

Lucy Electric fosters a culture which encourages 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.

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 to meet changing business needs.
- Training is delivered via internal, external and e-learning programmes.



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 Lucy Electric the opportunity to foster talented individuals and let them excel within the company. The stories of two of our wonderful apprentices follow:

Ben Whitting is twenty and an IT apprentice in Lucy Electric United Kingdom. From a young age Ben has been interested in IT and at school it was the subject in which he excelled the most. When Ben was considering further education, he decided that the formal University route wasn't for him.

Ben has been working in the IT department and enjoys the ability to study and work at the same time. Ben says 'The environment is great; I get along really well with my colleagues and they are very supportive and helpful. I have learned so much and I am able to balance my college work and time in the office'.

Denniz Guzman is eighteen and after studying for an Engineering BTEC he decided to apply for an apprenticeship as a way of furthering his education, whilst getting hands on experience.

Denniz is gaining an appreciation of Engineering, Quality and Environmental importance. He has spent time in most departments learning about the business and has particularly enjoyed time spent in prototyping. He is working and studying for a level 3 NVQ in Electrical and Mechanical Engineering. Denniz says 'I am really enjoying my apprenticeship, I can work and earn money as well as going to college twice a week. Everyone I have worked with has been incredibly helpful and supportive.'



Lucy Electric South Africa BBBEE Programme

CSR is important in South Africa and Lucy Electric South Africa (LESA) has adhered to Lucy Electric's CSR principles from inception.

For example, the company pays for the further Education of LESA staff and also contributes to the 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 (level 1 being the highest score attainable) to be compliant for Government or quasi Government supply.

Currently on level 3, with the objective of attaining level 2 LESA continues to drive identified areas for improvement. LESA staff training programmes are also in place and recorded on a SETA annual training report.

Lucy Electric UAE Internship scheme

Our factories located in Dubai are in a long-term partnership with BITS Pilani, an engineering college. We have a five month internship programme with the college and have employed students as interns once they've completed their studies.

Lucy Electric India supporting Education

Lucy Electric India has links with local universities and provides graduates with employment opportunities. Lucy Electric India also provides staff with career development opportunities by supporting extra studies and supports education in the community.



Employee welfare

- We have an Employee Assistance Programme (EAP) which provides free confidential information, support and advice on a range of personal and work-related issues.
- 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 by understanding differences, and we determine the most appropriate course of action with all parties involved.
- We maintain an ongoing 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



Emotional Health Training

Lucy Electric Brazil partnered with their health Insurance Company to provide lectures on health and wellbeing.

The first pilot session took place with a Psychologist/Professor who talked about emotional health. He provided advice on how to orientate one's feelings and worries during this pandemic.

Physical fitness

Colleagues in Brazil celebrated International Yoga day together. They were able to take advantage of the large outdoor space on site. Spaced two meters apart, they safely stretched out and adopted the poses. Staff really enjoyed the time outdoors doing exercise that is so beneficial to both the mind and the body.

Other innovative arrangements included finding alternative ways to exercise safely while still being altogether. This proved to be quite a challenge until they decided to run at night!

All the Lucy Electric Brazil team were invited to take part and soon socially distanced night runs began.

Employee wellbeing

Lucy Electric UAE has an Employee Assistance Programme that caters for Dubai's large expat population. Ongoing wellbeing seminars and workshops are taking place as part of the programme, focusing on how to combat stress in the workplace and highlighting the negative effects that stress can have on health. A team of experts were brought in to help employees understand and recognise what can trigger stress.

Taking a holistic approach to promoting wellness in the workplace, our Dubai sites are also running workshops about healthy eating and exercise. The workshops provide advice on topics such as nutrition, proper posture, physical activity, creating positive attitudes, conflict management and the impact that sleep and tobacco can have on health.

Lucy Electric UAE employee welfare

We take care of our employees' welfare, particularly our expat population who are working away from home. Our direct workers have access to all necessary amenities, including clean, well maintained accommodation, an on site doctor and a fully equipped first aid room.

We also encourage our employees to socialise and have fun; they have access to a gym and a dedicated cricket pitch, and we have basketball and five a side football teams. We also organise team building events, staff parties, excursions, cultural celebrations and fun runs. The Onam festival is celebrated every year as is Ramadan and Christmas.

Mental Health first aid training

In recent years it has become increasingly understood that mental health is as important to our wellbeing as physical health. Struggling with mental health can also be something which many feel reluctant or ashamed to talk about. In order to tackle some of this stigma, Lucy Group HR set up Mental Health first aid training.

The teaching originally planned to be face to face still worked very well online due to the Covid-19 situation. Volunteers took part in the UK participating in training over four days.

In addition, the volunteers worked hard at independent learning in the evenings covering a huge range of topics surrounding mental health.

Not only was the training extremely informative but it was also practical. Without exception participants felt more confident and informed about what they could do to help a person in crisis. Lucy Group, Lucy Electric, and Lucy Real Estate now have qualified mental health first aiders who during this turbulent and uncertain time can provide invaluable support to those in need.



Lucy Electric UAE - Dubai fitness challenge

Dubai Fitness Challenge (DFC) is an annual celebration of all things concerned with fitness and wellness. Launched in 2017, the initiative challenges everyone in the city to complete 30 minutes of activity a day for 30 days. The purpose is also to change mind sets and inspire Dubai's residents to work towards a common goal of maintaining healthier, active lifestyles in the long run.

Staff in our UAE factories took part this year, challenging themselves to engage in a calendar of fitness events and wellness-focused activities which really kept them on their feet.



Lucy Electric Asia Pacific marathon runners

Lucy Electric Asia Pacific's team participated in the health and fitness agenda by taking part in the Putrajaya night marathon. Staff participated in the 5Km category.

The marathon is a big occasion with runners participating from around the world including Malaysia, Philippines, China, UK, Netherlands, Australia and New Zealand. The event also staged rich cultural performances, traditional dances and fire performers to brighten up the atmosphere. The Lucy Electric Asia Pacific runners completed the race in excellent time and really enjoyed being part of this community event.

Lucy Electric India- Nashik Marathon

In early 2020 just before the Covid-19 pandemic, colleagues from Lucy Electric India took part in the city of Nashik's largest marathon. This year the Marathon theme was 'Run for Maha, Healthy Maha, Happy Nashik'. This theme was chosen to encourage citizens of Nashik to adopt a healthy lifestyle and exercise. It was also a community and family event where hundreds of people gathered together to run, have fun and socialise together.

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.
- Ensure understanding and compliance by requiring travellers to complete a safety check list prior to travel.

Communication

Employees are key to the success of our business. By engaging with our employees, we create a working environment in which everyone feels valued and can achieve their potential. We manage this through annual employee surveys, regular communication via the Intranet, line managers, supervisors, team leaders and newsletters.

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 company employee surveys looking at how we can improve as an employer.
- Lucy Electric regularly holds communication events which are broadcast to its sites around the world
- We strive to have open, honest communication between managers and employees, seeking guidance and also providing or soliciting feedback.
- Knowledge management techniques are 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 H&S policy, we publish regular bulletins with practical advice and guidance on H&S matters.



Community and Development

COVID 19

Coming together, making a difference, and looking after each other

This year has probably been the toughest for business and individuals alike. We are therefore more than usually proud of our CSR achievements this year which are a testament to our staff and the company commitment to make a positive difference in our local communities even in the most difficult of circumstances.

Designated as being a key business, Lucy Electric has had to make significant changes to the way we work to assure customer, supplier and employee safety whilst maintaining output to support our customers. Apart from developing some innovative ways to support good causes, our staff have also directly contributed to helping fight the virus. Some examples of these follow:-



Personal Protective equipment and essentials donated to hospitals and charities

At the beginning of the pandemic, the demand for essential resources placed several items in short supply for some front-line health and care workers along with those in need.

Lucy Electric Thailand (LET) helped by donating PPE (Personal Protective Equipment) to the local Pluak Daeng Hospital. The PPE included face masks, gloves, and hand sanitiser. Also supported were charities like the Camillian Social Centre who look after the most vulnerable in society and orphans affected by AIDs.

Charities such as these have struggled to secure resources. Staff at LET donated essential items including hand sanitiser and household cleaning materials to help maintain hygiene standards and for staff to protect themselves and the children from the risk of contracting the virus.



Lucy Electric Project Manager gets sewing for the UK NHS

Across the Globe, appreciation of the efforts of medical and care staff during the Covid-19 pandemic has never been higher. Many businesses and individuals have been doing what they can to help and Lucy Electric's team is no exception. One example is Lisa Robinson who made laundry bags for Nurses working on the front line at Queen Elizabeth Hospital in Birmingham and the Churchill Hospital in Oxford.

The laundry bags were needed so any potentially contaminated clothing (scrubs & uniform) is not allowed to spread the virus before being washed at home. Lisa's fully lined bags are designed so that they can go straight into the wash with the clothing. So far Lisa has sent over 100 laundry bags to nurses.

Employee assists in ventilator production

Many countries have been striving to maintain supplies of critical equipment to treat Covid-19 patients. Significant shortages were reported of ventilator units which are used to help critically ill patients maintain their breathing in Intensive Care Units. In the UK, many companies have 're-purposed' their production facilities to help with this shortage and appealed to appropriately skilled personnel to volunteer to help with production.

Ventilator Challenge UK Consortium, a group of UK engineering, industrial and technology businesses from across the aerospace, automotive and medical sectors came together to produce medical ventilators for the UK National Health Service (NHS).

Colin Harris, (Lucy Electric UK's Production Manager) was asked by Penlon Medical Gas Solutions (he was previously their Production Manager), if he could assist with the assembly of their newly approved ventilator. Although Colin continued to work as part of the production team in Thame, he volunteered his weekends and has helped to build many ventilators.

Colin assisted with managing and training Penlon's newly formed evening shift which includes technicians from McLaren, Mercedes, Williams F1 and tradesmen - builders, carpenters, bricklayers, and plasterers.

In gratitude for Colin's help, Penlon made a charitable donation in the name of Lucy Electric. The figure donated will reflect the time he has spent working on this project.



Energy Services team help to build a hospital in days

Covid-19 is a major challenge for governments around the world and many have had to build additional hospital capacity in days – rather than years. On 24 March, the UK government announced it would convert the ExCeL Centre in London's Docklands area into a temporary 'Nightingale' hospital to cope with up to 4,000 patients affected by the virus.

Lucy Electric UK's Energy Services mobilised a team of engineers to attend and undertake testing and maintenance of equipment on site which helped to ensure the hospital was up and ready to take patients

Folding at home to beat Covid-19

Chris Ireland from IT department found a way to help doctors understand the Covid-19 virus. He used his expertise to support the Folding @ Home project. This employs distributed processing to look at proteins and their interactions on various diseases. Folding refers to the way human protein folds in the cells that make up your body. Current research is focused on Covid-19.

Working from home meant that Chris could use his personal gaming PC utilising spare CPU and GPU runtime to perform calculations.

The project was called "Folding @ Home" because we rely on the proteins to keep us healthy and they assemble themselves by folding. But when they misfold, there can be serious consequences to a person's health. The project has already identified 50 compounds that interact with Covid-19 and they may form part of a treatment.



Lucy Switchgear Arabia put the spark into supporting health care professionals

Lucy Switchgear Arabia (LSA) has donated funds to the Saudi Electricity Company (SEC) who are supporting health care heroes by setting up the health endowment fund. SEC is Lucy Electric's largest customer and holds huge influence in the Kingdom. By leading this support initiative for health care workers, SEC will ensure that it is a great success.



UK employees sign up to join the NHS volunteer army

As the UK went into lock down there was a call out from the National Health Service (NHS) to help those in need who in normal times would need the assistance of the NHS. The assistance needed included driving people to and from hospital, collecting prescriptions, and making friendly calls to those who were vulnerable and shielding. It was fantastic to see how many Lucy staff in the UK signed up to volunteer and assist their local community during a time when most people were afraid to leave their homes.



Lucy Electric Brazil supports local community group bake for those in extreme poverty

The economic crisis arising from the pandemic resulted in lost jobs and reduced income affecting many families in Brazil. To try and help, an inspirational group of local women bake home made bread to support 500 families living in extreme poverty. Lucy Electric Brazil ran an internal campaign called "Sharing our bread" raising money to purchase more ingredients so that these wonderful ladies could bake more loaves. They also donated an oven from the canteen kitchen that will help the 'Sharing our bread' campaign



Donation helps local families keep kids creative

When lock down was announced and schools shut in the UK, it became apparent that there were many local families who were struggling. Overnight they had to support their children at home with very little means of entertaining and educating them. Lucy Electric Thame partnered with the Thame Sharing Life charity which identified families in need and provided food boxes. Lucy Electric Thame donated packs of paper to be handed to families with young children to help with school work and art/crafts.



Lucy Electric South Africa support Abraham Kriel Bambanai during the Covid-19 pandemic

Lucy Electric South Africa (LESA) renewed its commitment by making a donation to the Abraham Kriel Bambanai (AKB) charity which supports and cares for vulnerable, abused, and abandoned children. Now more than ever the charity must rely on donations as months of lock down have meant that it has not been able to take part in its normal fund-raising events. AKB looks after numerous children through residential care and drop-in centres in the most deprived parts of Johannesburg.

The donation will go towards feeding and clothing the children and ensuring that despite Covid-19 they are able to get all the care and support that they so desperately need.

The Lucy Electric CSR Awards

During the last year, we introduced these awards to recognise outstanding CSR contributions made by individuals and/or teams. We particularly want to thank and encourage colleagues who have helped and supported each other and their local communities. We detail below just some of our wonderful award winners.

In Lucy Electric UK (LEUK) both Colin Harris and Lisa Robinson have been given CSR awards for their outstanding contribution to the community and the NHS during the Covid-19 pandemic. As the above articles report, both Colin and Lisa worked tirelessly to provide equipment for those suffering from Covid-19 and those working on the front line to treat them.

Community Engagement

Lucy Electric is committed to the communities in which it operates. We regularly engage with the local community and authorities in order to manage the social, economic and environmental impact of our operations. With a Lucy Electric CSR champion established in each of our business locations, we are actively ensuring that we make a positive difference wherever we are in the world. Just some of the programmes we are actively supporting follow.



Lucy Electric UK (LE UK)

Lucy Electric UK is where our head office and UK offices are based and also where the majority of our CSR and sustainability work is coordinated and communicated to 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 other regions, who arguably have more obvious needs, we also try to make a difference in our own local communities in the UK.

Lucy Electric is an active member of Local Chambers of Trade and engages with national, regional and local authorities. We also liaise with business in the community and actively contribute to alumni events.

Thame community charter

We are a signatory to the Thame Community Charter, produced by Sharing Life Trust, the group behind the Thame Community Bank and the Thame Food Bank. By signing up to the Thame Community Charter, Lucy Electric UK now stands as part of its local community, supporting the ideals and values of the town.

National charity events

In 2020 money was raised for: Save the Children- Christmas Jumper Day, the Royal British Legion's Poppy Appeal, Coffee Morning for Macmillan and Movember as part of Men's Health Awareness Month - in 2019 we raised over £2500 for this excellent charity.

Supporting our local community

Lucy Electric UK has a reputation for being involved in Thame's local events and is known for actively supporting and engaging with the community.

Volunteering

For the last two years we have worked in partnership with the Thame Rotary Club and supported their 'Business in the Community' initiative. This programme brings local companies together to undertake community projects for local charities and good causes.

2019, Lucy Electric UK staff and employees from other local businesses joined together to improve the local Citizens Advice Bureau (CAB) building, as well as the Red Kite Family Centre, a community owned play group for children under five.



We are very 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. We allow staff up to two extra days paid leave a year for volunteering.

- After undertaking a series of ultra-challenges to support Melanoma UK and walking 332 miles to raise money for the charity. Our colleague Emma took off her walking boots and put on her dancing shoes for a Melanoma Mardi Gras. This was a night of colour, great music, food, and dancing to raise awareness and funds for this important charity.
- One of our Prototype Engineers in Lucy Electric UK took the step to go 'Sober for October'. He committed to 31 days without alcohol to raise money for Macmillan Cancer Support. It was a real challenge for him as his birthday was also in October which meant he had to forgo a celebratory drink. However, with lots of will power and encouragement from his friends, family and colleagues, he achieved his goal.
- In September one of our staff pressed his tweeds, polished his boots and waxed his moustache to take part in the Distinguished Gentleman's Ride. Along with over 130,000 fellow motorcyclists in more than 110 countries and over 700 cities worldwide, Colin Harris drove across Oxford in his finest attire to support the Movember Foundation, raising money for prostate cancer research and men's mental health.

Dancing Robots -Teaching the next generation about engineering

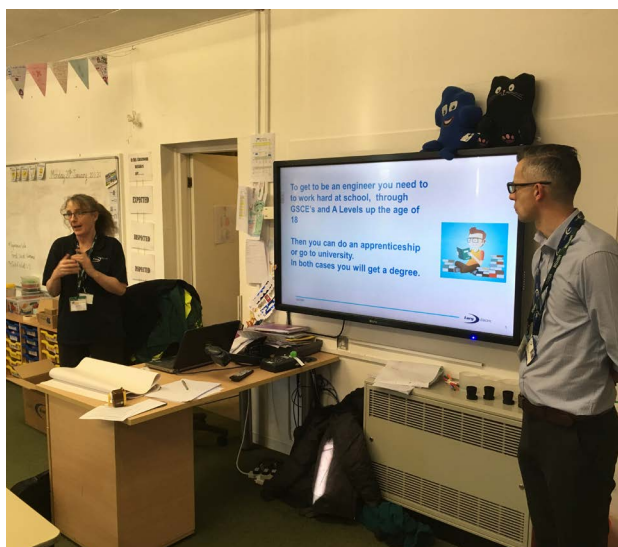
In January 2020, before any Covid-19 restrictions took place. The children at Long Crendon Primary School were gearing up to take part in the Leaders Award 2020, a competition that asks pupils "if you were an engineer, what would you do? To be in with a chance of winning a trophy, the children needed to come up with interesting ideas for new inventions! To help spur their imaginations, Nick Sawyer (Design Engineer) and Elaine Pickup (Technical Support Engineer) stopped by for an interactive session.

As part of an annual programme designed and managed by Primary Engineer, Nick and Elaine were interviewed by the pupils about what it's like to be an engineer and what's involved. Not only did they answer the children's questions, but they also carried out a practical exercise which involved the creation of dancing robots.

The students built dancing robots out of paper cups, felt tip pens, masking tape and a small motor. They then stood back and watched as their robots danced in circles, creating colourful patterns with their felt tip feet.

Nick and Elaine were pleased with how the day went, and so was the school. Long Crendon Primary School's Head Teacher said: "I've spoken to the teachers and they thought it went great. The children have told me all about what they did during the session; they really enjoyed the activity so thank you very much. It has certainly inspired them".

After successfully opening the children's minds to the endless possibilities that engineering provides, we look forward to seeing what they come up with!



Supporting community events

- We sponsor Thame town Christmas events
- We collect food for the local food bank and take part in the Community Christmas Box appeal.
- We sponsor Thomley Hall, a local charity providing play facilities and respite for those with disabled children.

Lord Williams School

Lucy Electric UK are very pleased to have excellent links with the local secondary school, Lord Williams. We are often called upon to help contribute to the children's education through activities such as work experience, factory tours and careers fairs. Members of different departments regularly visit the school to talk to students about the world of work and what career paths are available to them.

Lucy Electric UK is a long standing supporter of the school's fund raising events, such as the Lord Williams Colour Run, where participants are subjected to being covered in coloured dyes at various stages of the course!

Unfortunately this year has seen many events cancelled. However, we have now taken most of the events we have committed to online. This includes mentoring, funding new IT equipment, and careers talks.

Lucy Electric UAE



Despite the onset of Covid-19 Lucy Electric sites in Dubai started the year with their normal fund raising and community events. When Lock Down was announced in the UAE the good work did not stop. Our factory and office sites have done a fantastic job adapting to new ways of doing things and continuing to care for the community.

Pink October

October is International breast cancer awareness month and normally our UAE teams mark the occasion with a day where everyone wears pink. However, this year they went one step further and committed to wear an item of Pink Clothing every Thursday for the entire month.

Colleagues enthusiastically took part raising awareness, both inside and outside work with their pink attire. It served as a great reminder to all to ensure they take advantage of check ups that are available and to stand in solidarity with those currently suffering with this terrible disease.



Cultural Celebrations

Diwali celebrations were held in Dubai during October which brought a lot of fun and colour to the work day. Sweets were distributed to all employees and they were encouraged to come into work in their national outfits. The result was a beautifully diverse array which shows just what a melting pot of nationalities and cultures Lucy Electric UAE really is.



Supporting the 'Together We Are Good' programme

The UAE Authority of Social Contribution (Ma'an) launched the 'Together We Are Good' program to provide the community with the chance to support the Government's efforts to address current health and economic challenges. Lucy Electric UAE staff were inspired to help and donated to this worthy cause. The funds will go to support local hospitals and those who were severely financially affected by the lock down.

Earth Hour

Despite the lock down, Lucy Electric UAE staff supported 'Earth hour' which asks companies and individuals all over the world to switch off unnecessary lights and electric appliances for an hour on March 28. Earth Hour is an international movement organized by the Worldwide Fund for Nature (WWF). It has grown to engage more than 7,000 cities and towns across 187 countries to raise awareness for energy consumption. A small contribution can make a huge difference. Lucy Electric UAE made sure they were part of it.

Walking to beat Diabetes

Lucy Electric UAE has been a proud supporter of the annual Beat Diabetes campaign for the last three years and this year was no exception. Since 2014, the walk has raised more the AED 3 million towards research and is an important part of the UAE's calendar of CSR events (including the Dubai fitness challenge) to raise awareness of diabetes among residents of the UAE. This year Lucy Electric UAE broke the record for participation - over 100 employees took part in the walk, showing their enthusiasm, support and commitment. Many brought friends and family along making it a brilliant community activity.



Lucy Electric India (LEI) and Lucy Electric Manufacturing Technologies (LEMT)

Our operation in India encompasses two sites:- Lucy Electric India based in Nashik, Maharashtra comprising a final assembly factory, distribution centre and Sales/service office and Lucy Electric Manufacturing Technologies based in Vadodara, Gujarat comprising a components/sub assembly factory supporting worldwide operations together with the Lucy Electric Global technology centre.

Spotlight on 'Kota Maida School'

India was the first country in the world to mandate CSR 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.

LEMT 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 Lucy Electric India 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.

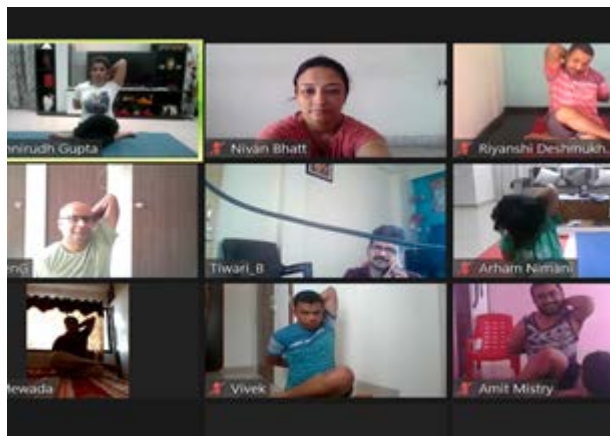
In 2017 the second phase of the project was completed and the school has since been completely rebuilt with new lights, fans and writing boards along with bigger windows for better air circulation. In addition to this a computer room with all new LAN connections and maximum power socket availability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



International Yoga day celebrated

Covid-19 has impacted all of us in so many aspects of life. CSR has had to develop bespoke solutions that work at specific locations to consider local conditions, rules, and guidance.

An example of this is how colleagues around the world have found innovative ways to take part in CSR activities whilst staying fit and healthy. One of these is at Lucy Electric Manufacturing Technologies (LEMT) which took part in a Virtual Yoga session to celebrate International Yoga day. Staff set up their computers at home, made some space and exercised together, perfecting their stretches and poses.





Lucy Electric Thailand (LET)

Lucy Electric Thailand's manufacturing facility is located in Chonburi on the Eastern Seaboard in Thailand. Having been established in recent years in a newly constructed factory/office building it has enjoyed the benefits and challenges of being able to incorporate the CSR philosophy from the very beginning. This has not only governed how the factory and process was designed but also the soft business systems employed to incorporate current best practice techniques throughout.

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. They work hard by cleaning the temple and assisting the monks. Employees have also made a donation to help with future temple maintenance costs.

Staff at LET 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. LET employees have also provided practical support.





Lucy Electric South Africa (LESA)

Lucy Electric South Africa based in Johannesburg comprises Sales/Service Offices and a distribution centre. Lucy Electric's CSR initiatives in South Africa are designed to exceed the requirements set by the Government which in themselves are making significant difference. In addition, the LESA team have developed some exciting local programmes which help to bring meaningful improvement to a number of local causes needing our support.

Abraham Kriel Bambanai

LESA has been a supporter of the Abraham Kriel Childcare Home for a number of years. This faith-based non-profit organisation provides shelter, physical care, rehabilitation and skills development for children that have been subjected to trauma, abuse, poverty and neglect. This is done through residential care, community services and educational programmes.

The LESA team spend a day every year at the centre playing sports and games with the children, preparing lunch and offering care and attention. Each child receives a party pack including some snacks and gifts. LESA also donate equipment useful to the charity whenever they can and take part in part in fun runs and similar events to raise money for the charity.

The visit couldn't happen this year due to the pandemic. However LESA continues to supporting ABK as much as they can in whatever way is practical and safe.



Supporting lifesaving

LESA supported Harties Swimming and Lifesaving club's entry into the South African National Lifesaving Championships which was held in Port Elizabeth. The event hosted both surf and pool championships.

The young people who belong to this club were extremely grateful for LESA's support in providing a donation towards their shirts for the event. It was a great experience and a learning curve for some of the youngest members of the club who found swimming in the sea a real challenge. For some this was the first time they had done so.

Six of the Lucy Electric sponsored club members were put forward for the South African national team to compete in the VII Spanish Life Saving International Open



Lucy Asia Pacific (LAP)

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

Taking part in a 'race with a heart'

The Kuala Lumpur Standard Chartered Marathon is a competitive race, very community focused and raises funds for local charities – it has been dubbed “a race with a heart”.

Despite the hot and dry weather, the team completed the race with a great sense of pride and accomplishment. The money LAP raised was added to a grand total of over MYR 890,000, which was divided between three deserving charities: Dignity for Children Foundation, Hospice Malaysia and National Cancer Society Malaysia.





Lucy Switchgear Arabia (LSA)

Based in Dammam in the Eastern Kingdom of Saudi Arabia, the Lucy Switchgear Arabia operation comprises Sales/Service offices, Factory and Distribution Centre

Cooperation with Tamkiin

In cooperation with the Asharqia Orphans Association (Tamkiin), a team of LSA volunteers have provided electrical maintenance in homes for orphans in the Dammam area. Staff visited the homes and having examined the state of repair, it was clear that there was a need for some electrical maintenance work. Our volunteers fixed overhead lights, sockets and ensured the safety of the electrical systems in the houses.

Ehab Alhajhouj CSR champion in LSA who spearheaded this brilliant project said 'We believe that losing a parent should not deprive a family of basic needs or sentence other family members to a life of endless poverty. This belief has driven our wish to provide support to Tamkiin for helping orphans. Tamkiin and the orphans were so appreciative of the efforts made by Lucy's team to relieve their anguish'.





Lucy Electric Brazil (LEBR)

Lucy Electric Brazil (LEBR), comprises Sales/service offices, a factory and distribution centre. Staff at LEBR are enthusiastic about all aspects of CSR. They are specially keen to assist their local community in whatever way they can.

Bringing joy to Caximba

Caximba district is one of the neediest parts of Curitiba with high levels of poverty and unemployment. Our brilliant colleagues in Lucy Electric Brazil; Kayro Tanaka from Sales and our Contracts Engineer, Robinson Brasil were inspired to do something wonderful for the children in this area. In December they collected candy and toys from family and friends and distributed these gifts to over one hundred and fifty children. Kayro and Robinson did a fantastic job spreading Christmas joy to children in need.



Winter Clothes campaign

Lucy Electric Brazil also took part in a winter clothes campaign to support the same community. Employees donated warm clothes to those in need and who would otherwise struggle to keep warm.

International Yoga day celebrated

Colleagues in Brazil (LEBR) also celebrated International Yoga day together. They were able to take advantage of the large outdoor space on site. Spaced two meters apart, they safely stretched out and breathed through the poses. Staff really enjoyed the time outdoors doing exercise that is so beneficial to both the mind and the body.



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