

Date: Last Revised Jan 2023
Ref: CSRPOL23



3/4 Heol Rhosyn
Dafen Park
Llanelli
Carmarthenshire
United Kingdom
SA14 8QG

Tel: +44(0)1554 740500
Fax: +44(0)1554 740501
E-mail: info@paigroup.com
Web: www.paigroup.com

Ref – PAI Group - Corporate Social Responsibility Policy 2023

Policy Statement:

“The PAI Group of Companies is committed to minimising the impact that our business activities have on the environment, and aim to have a positive effect on society, working in partnership with other organisations that embrace this outlook. We aim to use natural resources sparingly, participate fully in local community projects and educate our employees to share these goals. Our Corporate Social Responsibility Policy brings together many business responsibilities that we have previously created policies for, and we monitor all of these on an ongoing basis.”

Company Information:

- The PAI Group of Companies is a privately owned and operated limited company.
- We employ locally, nationally and internationally.
- We engage in regular Stakeholder consultation with our workforce, local community, supply chain and clients.
- Our policy is reviewed annually.

Workplace:

- We are an equal opportunities employer and have and maintain an equal opportunities employment policy.
- We promote safe working environments and therefore have and maintain a safety at work policy in addition to safe systems of work and procedures to implement and review these as necessary.
- We seek and promote training and training partnerships with local colleges, schools, equipment manufacturers and our clients.

Marketplace:

- We are focused on customer satisfaction, and carefully monitor this.
- We promote and maintain customer care and have many long-standing relationships with clients.
- We are committed to quality and operate an audited ISO 9001 quality system.
- We listen to our clients' requirements and seek to deliver best value in partnership with them.

Supply chain:

- We work carefully with selected manufacturers whose products offer best value for our clients.
- We source from local and national suppliers where possible.
- We adhere to applicable codes of conduct and seek to pay bills on time.
- Over many years of trading we have built credible and responsible relationships with our supply chain.
- We ensure that we only contract with socially and ethically responsible organisations.



Community:

- We have been involved in a number of community projects, and regularly assist local schools and organisations.
- We promote workforce involvement in the community wherever possible.
- We make regular charitable donations.

Environment:

- We promote and maintain our own green policy, minimising waste wherever possible.
- What waste we do generate is carefully recycled.
- We seek to minimise transport costs wherever practical, promoting shared vehicle usage.
- We monitor our energy usage and seek to minimise this wherever possible. We have invested in both low energy lighting and lighting control systems within our offices to minimise on energy usage.

This policy will be evaluated again and revised no later than January 2023, or otherwise as circumstances dictate.



Name Paul Adams
 Position Senior Shareholder, CEO & Managing Director,
 The PAI Group of Companies, PAI, Vaughan
 Sound Installations Ltd, Lighting Integration Ltd,
 PAI Holdings Ltd.
 Date: 5th January 2023



Name Richard Vaughan
 Position Director, The PAI Group of Companies, PAI,
 Vaughan Sound Installations Ltd, PAI Holdings
 Ltd.
 Date: 5th January 2023