

## SUSTAINABILITY AT CAMLIN



## AT A GLANCE

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#### **CEO STATEMENT**

The COVID crisis of this last year has reminded us as a global community just how fragile our world is. Here at Camlin, we have used this as an opportunity to refocus our business by setting a new corporate strategy with a clear purpose and vision. At Camlin we exist to engineer better futures with the vision of optimising the critical infrastructures all around us. Our purpose is deeply embedded in our understanding of sustainability and it lies at the heart of our Sustainability Framework.

## Supporting a zero-carbon future and sustainable development

The international community is advocating for a post COVID 'Green Recovery' agenda, which is essentially an opportunity to align economic recovery with environmental concerns. The global climate crisis requires everyone to make more urgent strides towards a decarbonised future and at Camlin we have made this our top sustainability priority in 2021. Our customers are actively working towards a zero-carbon future, and we want to partner with them to drive these positive changes. We are committed to ensuring our Energy, Kelvatek and Rail solutions are enabling the zero-carbon transition and helping to shape resilient and sustainable global infrastructures that societies can depend on. We will spend £50 million towards R&D over the coming 4 years in order to help our customers meet the challenges ahead and drive sustainable development.

In parallel, this year we embarked on phase one of a climate action initiative which will help us understand our scope 1,2 and 3 ghg emissions and associated risks and opportunities. We will clearly set out a validated and robust emissions target through the Science Based Targets initiative to drive a zero-carbon transition across our operations globally. We are committed as a business to reducing our overall environmental

impact and will develop long-term targets for waste, water and energy consumption in 2021 as priority action.

## Sustainable work culture and a resilient supply chain

Alongside our environmental commitments, we have clearly mapped our social and governance priorities. At Camlin we want to create a flexible and rewarding work culture that can attract and retain the best talent and propel our future growth. Local job creation is important to us and by investing in our graduate and apprenticeship schemes we aim to boost opportunities for young people in the areas we operate.

We will be working to uphold human rights principles across our value chain and ensure a robust and resilient supply chain, identifying risks and building capacity and a collaborative approach to address any areas of concern.

#### Global Compact and stakeholder trust

In 2021 we will join the Global Compact as part of our external engagement, aligning ourselves to globally recognised standards and principles and building trust and credibility with our stakeholders. We want to achieve long term profitable growth guided by balancing positive impact whilst aligning ourselves to the goals of the UN's 2030 Agenda for Sustainable Development. This booklet sets out our Sustainability Framework against which we will report yearly and share our progress. We look forward to building a strong sustainability culture at Camlin over the coming years, one that works hard to engineer better futures for all,

### Peter Cunningham CEO Camlin

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#### SUSTAINABILITY FRAMEWORK

Our understanding of sustainability is deeply embedded within our purpose 'To Engineer Better Futures'. We have mapped out exactly what this means across the core pillars of Environment, People & Society and Governance & Performance. Our Framework is encapsulated within our sustainability circle below.



#### PEOPLE & SOCIETY

At Camlin, people and society are central to everything we do. This means investing in our global Camlin team to ensure we provide an attractive, safe, and rewarding work environment; committing to the wider communities and societies in which we work through active civic engagement; and shaping sustainable development for society via the services and solutions we provide.



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#### INVESTING IN OUR PEOPLE

We are committed to building a strong values-based culture where the health, well-being and continuous development of our people is central.

At Camlin we recognise that our success hinges on our talented global workforce. We want to ensure we can support our people to develop their skills and abilities, and that we can attract new talent into the future.

#### **Initiatives**

- Health and Wellbeing Strategy
- Occupational Health and Safety management
- Flexible work environment with attractive benefits
- Reward & Recognition schemes
- Employee Training and Development strategy
- Clearly embedded corporate culture (purpose, vision, and values)
- Formalised Graduate and Apprenticeship schemes
- Gender, diversity and inclusion trainings and actions

#### **Contributes to SDGs**











#### GOOD CORPORATE CITIZENSHIP

We will strengthen our community commitment and become partners of choice in the communities where we operate.

At Camlin, we do not want to stand apart from the communities in which we operate. We want to become deeply embedded within those communities and be active partners that contribute to their success. We believe that economic prosperity and social coherence are essential for communities to thrive and we recognise the important role we can help to play in this.

#### **Initiatives**

- Camlin in the Community programme focused on improving the lives of young people through collaboration with partner organisations
- Charitable Giving events and actions
- Contribute to the economic stability of communities and regions through local job creation
- Use the human capital across Camlin to support development initiatives globally

#### **Contributes to SDGs**





#### 04 • Environment

## SAFE AND SUSTAINABLE DEVELOPMENT FOR SOCIETY

Our services and solutions will contribute to the safety and resiliency of critical infrastructures our customers, people and society depend on daily.

We work with our customers to ensure a reliable, safe, and efficient energy supply – reducing dangers to the public and keeping disruptions to households and communities to a minimum. In addition, our railway monitoring solutions are helping to drive the Digital Railway agenda, eliminating safety risks for the maintenance workforce, and optimising service continuity for passengers via reduced tear down risk of lines.

#### **Initiatives**

- Create impact studies for our services and solutions portfolio
- Pantobot rail intelligent monitoring
- £50 million R&D investment across Camlin to 2025

#### Contributes to SDGs









#### **ENVIRONMENT**

As the energy industry drives towards unlocking a net zero future, we need to be positioned as a key partner, working with them to achieve this. Given the backdrop of the COVID 19 global pandemic, we have a renewed opportunity for change with plans for a global Green Recovery. We now need to set ambitious environmental objectives to ensure we are aligned to our customers agendas and actively contributing to a de-carbonised future through our own daily operations, as well as investing in, and identifying new business opportunities that will help drive this sustainable revolution.



#### **BUSINESS INVESTMENT**

#### We are committed to growing our portfolio in the renewable energy sector.

A strong component of our Corporate 2021 Strategy is to expand and strengthen our presence in the renewables sector, as part of the positioning of Camlin firmly within the Green Energy transition. We are working towards viewing our offerings across our Energy and Kelvatek divisions through a renewables lens and aggressively targeting increased revenue in this sphere. We are developing a clear business plan to expand our existing presence, as well as identify new opportunities, within the renewables energy sectors, especially wind.

#### **Initiatives**

- Increase revenue from online biogas monitoring solutions
- New business strategy to increase share within renewables with pilot projects in the wind sector
- £50 million R&D investment across Camlin to 2025

#### **Contributes to SDGs**









#### ENVIRONMENTAL PORTFOLIO

## Our products, services and solutions will contribute to the transformation of greener energy systems.

In response to the threat of climate change, there have been global pledges to invest in low-carbon or 'green' energy. The transition to green energy and a de-carbonised future presents various challenges to our power industry partners. At Camlin we are committed to strengthening a portfolio of products, services and solutions that contribute positively to solving our customers' challenges and act as enablers for a net zero future. This includes our asset monitoring solutions which help extend the life of an asset and reduce carbon emissions associated with replacement and end of life. Our fault/ load monitoring and management tools allow our customers to optimise efficiency of their networks and accommodate the uptake of low carbon technologies or connection of renewable energy sources to the grid. We are committed to working with our power utility partners to drive the Green Agenda forward and ensure a more sustainable future for all.

#### **Initiatives**

- Impact studies demonstrating how our fault/ load monitoring and asset management suite optimise a 'greener' network efficiency
- Impact studies showing how our asset monitoring solutions prevent asset failure and reduce carbon emissions
- New or enhanced solutions design and development

#### Contributes to SDGs









#### **CLIMATE ACTION**

We are mapping our carbon footprint across our business and developing a climate action roadmap to ensure we hit our net zero commitment.

With a renewed emphasis on our sustainability commitments, a priority initiative in 2021 is to understand the environmental impact of our global operations. We need to clearly articulate a target reduction in our carbon emissions that is externally validated and a roadmap that will ensure we reach this target over the coming years.

#### Initiatives

- Scope 1,2 &3 emissions review
- Set climate targets via Science Based Targets Initiative (SBTi)
- Develop climate action roadmap to reach target identified

#### **Contributes to SDGs**







#### RESPONSIBLE CONSUMPTION

We will minimise our environmental impact through improved waste management systems and product life cycle analysis.

Linked closely to our carbon footprint reduction, we will review our waste generation and management system to strengthen it and ensure responsible environmental impact across Camlin. We will set up a Camlin Green Team to help support internal rollout of new initiatives and actions aimed at reducing our environmental impact and improving our biodiversity conservation.

#### **Initiatives**

- Life cycle analysis across the value chain
- Recycling and waste reduction awareness raising, capacity building and target setting
- Biodiversity conservation

#### Contributes to SDGs





#### **GOVERNANCE AND PERFORMANCE**

Responsible business practices form the bedrock of Camlin's approach to its global operations, going beyond mere legal obligations to ensure we always act in an ethical manner. We need to ensure respect for human rights across our value chain as well as strong and transparent governance mechanisms that act to reassure and build trust with our customers and stakeholders. Through our corporate strategy we will be strengthening and communicating clear governance structures, building sustainability capacity across our operations, as well as working on our supplier engagement to ensure our supply chain and procurement process is resilient.



#### SUSTAINABLE CUSTOMER PARTNERSHIPS

We will become partners of choice to our customers based on trust, innovation and quality performance that meets their needs.

Camlin 2.0 brings a renewed emphasis on our customers and customer satisfaction, ensuring we deliver quality so they can increase their competitiveness, keeping the lights on and people moving in their communities globally. We want to build trust and partnerships that yield long term and stable business for Camlin as we work with our customers to co-create innovative solutions to the challenges they face in ever changing markets.

#### **Initiatives**

- Embedding the customer mindset across all aspects of our Camlin operations via management tools
- Reshaping customer engagement with focus on customer experience
- Drive culture of innovation across Camlin via our values

#### **Contributes to SDGs**







#### ETHICAL BUSINESS PRACTICE

We will adhere to the highest standards in conducting all our business affairs through robust compliance and anti-corruption policies, training and education.

Camlin will be working to formalise and enhance current practices and processes ensuring a clear framework for responsible and ethical business practices, which can be communicated internally, accompanied by relevant capacity building initiatives.

#### Initiatives

- Responsible business code of conduct and associated suite of policies (Anti-corruption and anti- bribery, Whistleblower policies and reporting system)
- Robust risk management and compliance system
- Cyber security, ISMS and ISO27001 certification
- Trainings and capacity building initiatives

#### **Contributes to SDGs**



#### LABOUR & HUMAN RIGHTS

We are committed to the dignity and equality of all human beings across our operations and minimising any reputational risk through policies, training, and education.

Closely linked to our ethical business practice activities will be an accompanying emphasis on integrating key labour and human rights across our business. This will focus predominantly on working conditions within Camlin and will contribute to reducing inequalities, raising awareness on discrimination and diversity, as well as promoting a more inclusive workplace.

#### **Initiatives**

- Labour & Human Rights Policy gap analysis (Health & Safety, Employee Benefits, Social Dialogue, Training & Development, Child Labour & Human Trafficking, Modern Slavery Policy, Diversity, Discrimination & Harassment as well as others.)
- Key policy trainings and awareness raising campaigns
- Embed labour & human rights into risk management system

#### **Contributes to SDGs**









#### 06 • Sustainable Development Goals

#### SUPPLY CHAIN

We are working to ensure a resilient supply chain through enhanced code of conduct engagement and capacity building initiatives.

As a first step to better understanding our supply chain, we need to undertake a mapping assessment to identify where we have gaps and high risks across the social and environmental spheres. This will help to build a clear programme to address those risks and ensure we are working together with our suppliers to build collaborative partnerships that promote and improve working conditions as well as environmental impact.

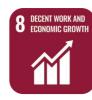
#### **Initiatives**

- Map social and environmental supply chain risks
- Enhance assessment, Code of Conduct and contract process to include ESG
- Training and engagement initiatives to build capacity across supply chain

#### Contributes to SDGs











## THE UN AGENDA FOR 2030: SUSTAINABLE DEVELOPMENT GOALS

The 17 UN SDGs offer a comprehensive and global framework to measure change that governments, companies, cities and civil society must make if we are to achieve a sustainable future. Collectively they address the most important economic, governance, social and environmental challenges of our times and are used to direct positive change globally.

At Camlin we have mapped our sustainability efforts against the SDG framework and have identified 12 areas where our work contributes to furthering the SDG agenda. We have identified goals that are very high priority, high priority, and medium priority as a way to direct investment needed to those areas that we consider of more critical importance. This will be reviewed on a yearly basis.

In 2021 we will join the Global Compact, whose aim is a call to all companies to align strategies and operations with human rights, labour, environment, and anti-corruption, taking action to advance all these areas through the SDG framework and the 10 Principles of the UN Global Compact. The goals are wide ranging and deeply linked to each other, which is why a single initiative or action may in effect contribute to more than one SDG. Camlin will be working over the next 12 months to map clear results against SDG targets to demonstrate change. For more information on the SDGs look on: https://sdgs.un.org/goals.



# SUSTAINABLE DEVELOPMENT GALS



































#### HOW DO WE CONTRIBUTE TO THE SDGS?





## Goal 13: Take urgent action to combat climate change and its impacts

We are committed to a net zero future, and ensuring we implement an urgent Climate Action roadmap across all our operations to help us achieve this.

Targets: 13.3



## Goal 7: Ensure access to affordable, reliable, sustainable, and modern energy for all

At Camlin, our business portfolio is focused on supporting our customers to ensure efficiency and reliability of energy supply. Our services and solutions enhance energy infrastructure and limit power outages to communities. In parallel, we are working with our customers to navigate what the future smart systems and grids look like and how best to manage greener electricity networks as part of the global de-carbonisation strategy.

Targets: 7.1, 7.2, 7.3





## Goal 11: Make cities and human settlements inclusive, safe, resilient and sustainable

At Camlin we partner with our customers to support safe, resilient and efficient transport networks that leverage smart solutions. We are actively contributing to the Digital Railway Initiative and transition to low carbon technologies across energy grids.

Targets: 11.2

Source: https://sdgs.un.org/goals





## Goal 3: Ensure healthy lives and promote wellbeing for all at all ages

We care strongly about the health, well-being, and safety of our people. We want to be an employer of choice to attract and retain the top talent to drive our business. In addition, our services and solutions portfolio contributes to improved safety for customers and communities across energy and rail critical infrastructures.

Targets: 3.4, 3.5, 3.8



# Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

At Camlin we have created a reputation for innovative solutions and technical brilliance. We partner with our customers to deliver sustainable and smart engineering through next generation technologies. We promote a culture of innovation across our operations and invest heavily into sustainable R&D.

Targets: 9.2, 9.4, 9.5



Goal 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels

We promote strong governance via the roll out of a new Camlin corporate strategy in 2021. This maps out a clear purpose, vision, values, and strategic directions for the company over the coming years. Improving transparency, accountability and embedding our values to shape a strong Camlin culture are essential to our growth as a business.

Targets: 16.2, 16.5, 16.6





## Goal 10: Reduce inequality within and among countries

We implement strong governance frameworks that place labour and human rights as well as ethical business practices to the fore, ensuring dignity, equal opportunity, and inclusion for all across our business. We are committed to the UN Global Compact and implementing other global regulations across our business via external organisation memberships and validations.

Targets: 10.2, 10.3, 10.4



## Goal 12: Ensure sustainable consumption and production patterns

We are committed to ensuring responsible resource consumption through strong systems of waste generation and management as well as energy and water efficiency. Efforts will be supported by an internal Green Team to drive innovation and ownership across the business. We are also embarking on a life cycle analysis of our services and solutions from design phase to end of life to improve sustainability outcomes. We will integrate sustainability information and reporting across our operations.

Targets: 12.5, 12.6



#### MEDIUM PRIORITY GOALS



## Goal 4: Ensure inclusive and equitable quality education and lifelong learning for all

We ensure our employees have access to life-long learning opportunities through our training and education strategy. In addition, we have formalised 'Apprenticeship' schemes ensuring skilled workforce availability for the future. We also impact this goal through our *Camlin the Community* programme which promotes STEM education and workforce skills amongst vulnerable youth.

Targets: 4.3, 4.4

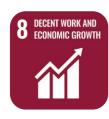
# MEDIUM PRIORITY GOALS



## Goal 5: Achieve gender equality and empower all women and girls

At Camlin we track and publish our gender pay gap yearly and will take corrective actions to address issues identified. We will actively promote a gender inclusive environment through promotion of career advancement and leadership for women across our organisation, as well as focusing our external community efforts on promotion of STEM amongst girls from an early age.

Targets: 5.1, 5.5



# Goal 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all

At Camlin we want to be an employer of choice, ensuring we provide a positive experience and stable futures for our workforce globally. We consider stable economic growth as a critical factor in the continued flourishing of N. Ireland and other communities globally. We also want to open opportunities for decent work to vulnerable young people through our Camlin in the Community programme.

Targets: 8.5, 8.6, 8.7, 8.8



# Goal 8: Strengthen the means of implementation and revitalise the Global Partnership for Sustainable Development

Camlin will join the Global Compact in 2021 and remains a committed community partner locally to various organisations. We believe by partnering with international and local organisations, both public and private, as well as our customers, we can drive innovation in supporting the sustainable development agenda.

Targets: 17.16, 17.17

## SUSTAINABILITY MANAGEMENT & OVERSIGHT

Our Sustainability strategy is managed by Camlin's Sustainability Manager, with a variety of project teams, individuals or working groups across core sectors and themes, collaborating to deliver results.

A Sustainability Committee comprising the CEO, Strategic Projects Director and Sustainability Manager, meet quarterly to review progress reports and strategic priorities as well as oversee and direct the investment required to meet identified goals.

A yearly sustainability report will be shared across all stakeholders, demonstrating progress against targets and setting out priorities for the year ahead.



# INITIATIVES AND INDICATORS ANNEX

Below is a list of activities and initiatives linked to our Sustainability Framework that we will undertake across 2021. This will serve as our baseline year against which we will track progress on an annual basis via a Sustainability Report.

Pillar	Theme	Initiative/ Action	Description	Indicator/s
	Investing in our people	Health & Wellbeing Strategy	Develop a clear strategy with actions, initiatives and collaborations to ensure mental and physical health are prioritised across the company.	<ul><li>Target health initiatives and events</li><li>People attending events</li><li>Employees reporting sick/stress leave</li></ul>
		Occupational Health & Safety	Effective health and safety management system in place ensuring our employees, contractors, suppliers and others have a safe environment to work in.	<ul><li>Accident/incident rate</li><li>H &amp; S reports</li><li>Audit reports</li></ul>
		Employee Development	Training and Development strategy across organisation in place for all employees mapping training needs and targets. Formalisation of graduate and apprenticeship schemes.	<ul> <li>Training strategy finalised</li> <li>Training hours and outcomes tracked per employee</li> <li>Target graduate recruits and apprentices p/a</li> </ul>
		Diversity & Inclusion	Build capacity across organisation via trainings, awareness campaigns and values rollout that promote a culture that values and encourages difference.	<ul> <li>Campaign events</li> <li>Employees trained</li> <li>D &amp; I metrics (representation, retention and management positions)</li> </ul>
People & Society		Work Culture	Enhance workplace culture via Camlin 2.0 roll out (Purpose, Vision and Values).	<ul><li>Employee Engagement Survey metrics</li><li>Employees reporting work satisfaction</li><li>Employees identifying with values</li></ul>
	Safe & Sustainable Development for Society  Good Corporate Citizenship	Impact Case Studies	Develop clear data backed evidence of how services and solutions contribute to safety and efficiency of rail and energy networks for customer employees and wider communities.	Evidence based impact studies completed for x products/services/solutions
		R & D	% investment into new technologies/innovation which contributes to this objective.	<ul> <li>Investment committee established for R&amp;D oversight</li> <li>f spent into enhancing services and solutions portfolio in this area</li> </ul>
		Camlin in the Community	Continue strategy to support vulnerable young people through skills development programmes in partnership with local organisations.	<ul> <li>Young people participating in Camlin workplace schemes or skills building exercises with partner organisations</li> </ul>
		Charitable Giving	Establish community committee to identify key charity partners yearly to benefit from partnerships and fundraising initiatives.	f charitable donations     Fundraising events

# INITIATIVES AND INDICATORS ANNEX

Pillar	Theme	Initiative/ Action	Description	Indicator/s
	Business Investment	Renewables strategy	A clear analysis and business plan targeting the renewables sector mapping specific actions, partnerships and revenue targets for next 5 years.	<ul> <li>Pilot project/s initiated/identified</li> <li>% increase in revenue derived from renewables projects</li> <li>f R &amp; D investment</li> </ul>
		Optimising green network efficiency/ net zero grids	Clear Impact studies with data to demonstrate how current portfolio of products act as enablers to support green energy grids.	<ul><li>Impact studies produced</li><li>Camlin recognised as key player in net zero transition by stakeholders</li></ul>
	Portfolio of services and solutions	Reducing carbon emissions	Demonstrate how Camlin asset monitoring solutions prevent asset failure and therefore contribute to improved environmental outcomes such as reduced carbon emissions.	Impact studies of how TOTUS and INTEGO improve environmental outcomes with data and metrics
		R & D	Financial investment into new innovation to support this objective.	<ul><li>Investment Committee established</li><li>f expenditure on R&amp;D yearly</li></ul>
Environment		Carbon Footprint	Scope 1,2 & 3 emissions review, risks identified and reduction targets set.	<ul> <li>Emissions baseline established for 2019</li> <li>Net zero targets set for organisation and validated by SBTi (Science Based Targets initiative)</li> </ul>
	Climate Action	Energy Efficiency Roadmap	Create roadmap with targets to reduce energy and increase efficiency across organisation and value chain (electric car fleet, solar panels to generate renewable energy for internal consumption, offsetting flights/ reduce flights, transportation of goods, packaging etc).	Roadmap with action plan to reach net zero targets
		Recycling and waste reduction	Set targets and reporting cycle for waste management and recycling to minimise environmental impact as well as clear actions and initiatives to drive change.	<ul><li>Internal Green Team established</li><li>Targets set</li><li>Awareness raising campaigns internally</li></ul>
	Responsible Consumption	Life Cycle Analysis	Assess environmental impact of our products, services and solutions across the life cycle including extraction and processing of the raw materials, manufacturing, distribution, use, recycling, and final disposal/ end of life.	<ul> <li>LCA complete for x products, services and solutions</li> </ul>

# INITIATIVES AND INDICATORS ANNEX

Pillar	Theme	Initiative/ Action	Description	Indicator/s
	Sustainable Customer Partnerships	Build trust and meet customer needs	Drive customer mindset and quality through management tools. Refocus of activity on the customer experience and improvement of metrics on customer engagement.	<ul> <li>Customer retention rate metrics</li> <li>Customer satisfaction surveys</li> <li>Customer Lifetime Value calculations (CLV)</li> </ul>
		Code of Conduct	Review and amend to strengthen current code of conduct, policy gap analysis and internal training roll out.	<ul><li>Code of conduct and policies in place</li><li>Employees trained</li><li>Bribery/corruption/whistleblower case metrics</li></ul>
		Risk management and compliance system	Review current risk management and compliance system and strengthen.	Risk reports generated quarterly and yearly
<u>\$</u>		Cyber security and ISMS	ISMS team working towards ISO27001 certification.	<ul> <li>Clear ISMS policies</li> <li>Employees trained in ISMS</li> <li>ISMS breaches reported</li> <li>ISO 27001 project progress reports</li> </ul>
Governance & Performance		Sustainability Capacity Building	Ensure we have people with relevant skills to drive sustainability work across Camlin and embed it via management tools and platforms in place.	<ul> <li>Sustainability committee established</li> <li>Employees trained in relevant areas</li> <li>Sustainability priorities integrated across internal operations</li> </ul>
	Labour & Human Rights	Working conditions at Camlin	Conduct policy and actions gap analysis against key labour & human rights and working conditions at Camlin (Health & Safety, Employee Benefits, Social Dialogue, Training & Development, Child Labour & Human Trafficking, Modern Slavery Policy, Diversity, Discrimination & Harassment as well as others).	<ul> <li>Key policies in place</li> <li>Employees aware of rights &amp; entitlements</li> <li>Policies harmonised across organisation</li> </ul>
		Capacity building	Ensure all employees are aware of and have access to relevant information on their rights and entitlements.	<ul><li> Employee handbook</li><li> Employees trained</li></ul>
	Supply Chain	Supply chain risk mapping	Map environmental and social risks across supply chain to identify gaps.	<ul> <li>Risks in supply chain identified and actions to address gaps in place</li> </ul>
		Supply chain engagement	Embed ESG principles across assessment and contracts with supply chain and create online training options for key suppliers on ESG.	<ul> <li>ESG components incorporated across supply chain engagement</li> <li>Training option sidentified for supply chain</li> </ul>

