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## **Corporate Social Responsibility Policy**

Rotec Hydraulics Ltd place importance on supporting the local community, as well as placing great emphasis on the wellbeing and safety of our employees. Due to our deeply rooted safety culture, we uphold high standards across our supply chain to ensure responsible sourcing.

### **Supporting the local community**

Rotec has a long-standing history of investing in and supporting our local community. We are proud long-standing supporters of Wallace and Gromit's Grand Appeal – the official Bristol Children's Hospital charitable foundation.

We have also been headlined sponsors for Somerset County Cricket Club Royal London Cup for a number of years. The cricket club is an important cultural and economic attraction for the county of Somerset and is based within walking distance from our head office in Taunton, Somerset.

### **Learning and development**

Trained by the National Fluid Power Centre, our engineers are recognised as among the most accomplished in the industry. We operate a programme of continuous development to ensure all of our employees remain at the forefront of current thinking.

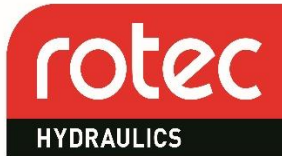
We've built a culture that promotes skills development and as such have provided work experience opportunities to local college students in recent years.

### **Supporting diversity**

Rotec is an equal opportunities employer; we are committed to creating and supporting equal opportunities within the workplace in accordance with Equality Act 2010. We will not discriminate against anyone because of age, gender, marital status, disability, health condition, ethnicity, sexual orientation, religion, or belief. Rotec provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type. We are proud to support the national women in engineering campaign. 16.3% of Rotec's current overall workforce is female – higher than the national average of 12%.

### **Health and safety**

We support employee health and wellbeing by offering comprehensive private medical insurance for all employees and by keeping up to date with all health and safety laws and protocols. We are proud to have been accredited with numerous achievements, including Achilles Silver Plus and SafeContractor Approved.



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## Environmental Sustainability

Sustainability is embedded within our company strategy and engrained into our daily business due to us having the necessary management frameworks, processes, and systems in place. We have introduced a sustainability reporting system and are continuously identifying and working towards initiatives to monitor and drive our sustainability efforts.

### Our aims

- Gain ISO 14001 Environmental Management Certification by 2023
- Reduce our carbon footprint by 50%\* before 2030 and become carbon neutral by 2040.
- Design and engineer solutions for our customers that are energy-efficient and more eco-friendly.
- Continuously report, identify, and implement environmentally sustainable improvements throughout the business.

*\*compared with 2021 audit*

### Reducing our carbon footprint

A recent 'Carbon Footprint Assessment' identified the main sources of the Rotec's carbon emissions and has ensured necessary management frameworks, processes, and systems for decreasing our carbon footprint are data-driven and have measurable targets.

To achieve our aims, we will first focus on reducing emissions caused in-house and by our supply chain to the lowest possible level. Any emissions that cannot be eliminated will need to be offset through schemes that remove carbon from the atmosphere.

### Eco-friendly solutions

Our team are using the latest engineering technology to design environmentally friendly alternatives compared to more traditional engineering solutions.

Rotec's extensive product range, including Parker motion and control technologies, include an impressive range of highly efficient products, components and systems that will aid customers to reduce their carbon footprint. We design, distribute, and provide technology solutions that enable our clients to be more efficient – saving time and energy. For example, our use of Parker Internet of Things (IoT) remote monitoring technology has helped users to reduce travel and associated environmental impact.

A handwritten signature in black ink, appearing to read "Paul Prouse", with a horizontal line underneath.

Signature

Paul Prouse

Managing Director

Date 16th March 2022