

# Invertek and ISO 26000

2023/V.1



Invertek Drives Limited recognises that respect for society and environment is a critical success factor and is part of our core values, as well as being inherently the right approach for our sustainable business and our reputation of being a responsible organisation.

Invertek recognises ISO 26000 as a best practice guidance framework for corporate social responsibility. It outlines seven key principles, which are viewed as the roots of socially responsible behaviour:

**Accountability** – we are answerable for decisions and activities related to our parent company, legal authorities and, more broadly, our interested stakeholders.

**Transparency** – we will be open about decisions and activities that we make that could affect society, the economy and the environment, and we are always willing to communicate these in a clear, accurate, timely, honest and complete manner.

**Ethical behaviour** – our behaviours will always be in accordance with accepted principles of right or good conduct in the context of a particular situation.

**Respect for stakeholder interests** – we have identified those who are affected by our decisions and actions -and will respond to their concerns, (without letting them make our decisions).

**Respect for the rule of law** – In the context of social responsibility, our respect for the rule of law means that we comply with all applicable laws and regulations regardless of whether they are actively enforced.

**Respect for international norms of behaviour** – In situations where the law or its implementation does not provide for adequate environmental or social safeguards, we should strive to respect, as a minimum, international norms of behaviour.

**Respect for human rights** – In situations where human rights are not protected, we will always take steps to respect human rights and avoid taking advantage of these situations.

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We have formally documented our ambitions and values in our corporate, social responsibility policy which has been published on our website Inverttek Drives Limited.

We have applied ISO 26000 as a framework to integrate social responsibility into all our business practices for our employees, sub-contractors and suppliers appropriately to adhere to. We regularly monitor our performance based on these values and conduct checks to ensure that our wider team and partners align to these values.

We pride ourselves on our true, evidence-based commitment to Corporate Social Responsibility and use Ecovadis as a trusted and independent assessment to score our actions, data and evidence on an annual basis. In 2023, we achieved a silver rating in Ecovadis. We also participate in the Carbon Disclosure Project for both carbon and water and publicly report our data, as part of the Streamlined Energy and Carbon reporting.

We use independent auditors for our business management systems, and we are committed to extending the audit programme to formally assess our alignment to ISO 26000.