



Showerkap is on a mission to combat water and energy waste, with a vision to change people's relationship with water. Its goal is to empower both individuals and organisations to create a lasting impact on the environment and communities - making every drop count.

Led by experienced professionals and supported by robust manufacturing resources, the company is well-equipped to drive growth and innovation. Together, with its partners, it is working towards a common goal: to create a brighter, water-conscious future for all.

Showerkaps' sustainability approach encompasses employees, suppliers, products, processes, customers and our social responsibility equally. As a company, Showerkap is committed to continually improving environmental performance, reducing its impact and ensuring sustainable running of the business.

Environmental Policy Statement

Showerkap is committed to minimising the impact of its activities on the environment.

To achieve this - it will:

- Minimise waste by evaluating operations and ensuring they are as efficient as possible.
- Minimise toxic emissions through the selection and use of its fleet and the source of its power requirement.
- Actively promote recycling both internally and amongst its customers and suppliers.
- Source and promote a product range to minimise the environmental impact of both production and distribution.
- Meet or exceed all the environmental legislation that relates to the company.
- Use an accredited program to offset the greenhouse gas emissions generated by our activities.

Sustainability Policy

Showerkap will implement practices that promote economic security, social betterment and environmental stewardship and will strive for continuous improvement of performance in these areas.

To deliver this, we aim to:

Set a sustainability business strategy.

- Work with its stakeholders to pursue, promote and develop sustainable business outcomes and regularly review.

Promote sustainable practices.

- Hold its performance accountable to its staff through objective measurements.
- Ensure that leaders of the firm are involved in implementation of this policy and in reviewing sustainability performance.
- In meeting these objectives, we will:
 - Deliver products recognised for their sustainability credentials, in line with customer expectations.
 - Evaluate products with respect to their sustainability risks and opportunities and, where appropriate, discuss these.
- Achieve performance that ensures our economic, environmental and financial viability.

For our staff

- Employ and retain staff who have a high degree of awareness and expertise in sustainability for all disciplines practised.
- Provide continual education and training for all staff on sustainability issues.
- Support innovative approaches to implementation of sustainability strategies.

For our properties

- Maintain management systems to assist with implementation of sustainability objectives.
- Aim to use resources efficiently and to minimise waste, usage of water, energy and other consumables in the office environment.
- Develop a strategy to move towards minimising carbon emissions in its operations.
- Endeavour to prevent pollution within the scope of its activities.

For other suppliers

- Partner with organisations that practise sustainability and that enable the exchange of ideas and the promotion of sustainability leadership across its businesses.

Corporate Social Responsibility Policy

Our principles:

- We recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, suppliers, the community and the environment.
- We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our policies.
- We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.
- We shall be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.
- The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our responsibilities. The responsibility for our performance to this policy rests with all employees throughout the company.

Our partnership focus:

- We shall ensure a high level of business performance while minimising and effectively managing risk.
- We will register and resolve customer complaints in accordance with our standards of service.
- We shall support and encourage our employees to help local community organisations and activities.
- We shall operate an equal opportunities policy for all present and potential future employees.
- We will offer our employees clear and fair terms of employment and provide resources to enable their continual development.
- We shall maintain a clear and fair employee remuneration policy and shall maintain forums for employee consultation and business involvement.

- We shall provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment.
- We shall provide, and strive to maintain, a clean, healthy and safe working environment.
- We shall uphold the values of honesty, partnership and fairness in our relationships with stakeholders.
- Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship.
- We will operate in a way that safeguards against unfair business practices.
- We shall encourage suppliers and contractors to adopt responsible business policies and practices for mutual benefit.