

Corporate social responsibility policy and achievements



About us

Lucy Electric is a leader in secondary power distribution solutions with over 100 years industry experience. Specialising in high performance medium voltage switchgear for utility, industrial and commercial applications, we enable the safe and reliable distribution of energy to homes and businesses worldwide.

Our best-in-class products are at the cutting edge of medium voltage design and innovation, providing switching, protection and automation solutions with reliability, safety and value built-in as standard. We also offer bespoke engineering, comprehensive warranties and dedicated after-sales support, supporting our customers throughout the product life cycle.

Based in Oxfordshire, UK, Lucy Electric has offices in the UAE, Malaysia, Thailand, Saudi Arabia, India, Brazil, East Africa and South Africa, with manufacturing facilities in the UK, the UAE, Saudi Arabia, India, Brazil and Thailand. Through industrial partners and contractors, Lucy Electric has an established international network and local track record in over 50 countries.

As a responsible manufacturer built on our proud heritage with quality, value and integrity at the heart of our business strategy, we believe in respecting the interests of all our stakeholders, partners, customers, suppliers and the wider community.

We conduct our business in an ethical and socially responsible manner, evidenced through our commitment to protecting the environment, supporting human rights and benefiting the communities in which we operate. That's why we've chosen to benchmark our activities against ISO 26000 guidance. This detailed and comprehensive approach is what we aspire to in all areas of our business.

Our Corporate and Social Responsibility (CSR) policy sets out the principles we follow and the programmes we've developed, focusing on areas where we have impact or influence.



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Organisational Governance

How we manage and measure CSR at Lucy Electric

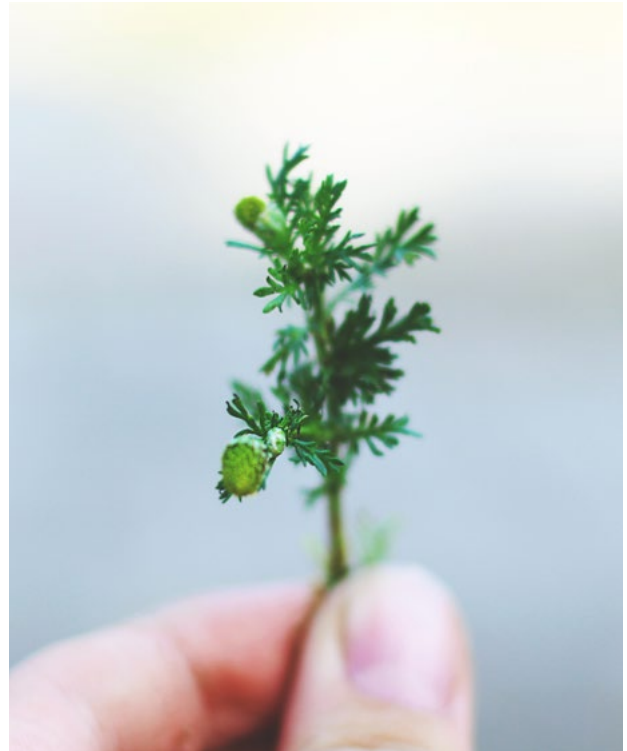
ISO 26000 splits the principles of CSR into 7 seven pillars.

These are:

1. Organisational governance
2. Human rights
3. Labour practices
4. The environment
5. Fair operating practices
6. Consumer issues
7. Community and development

Lucy Electric benchmarks its activities against these seven pillars to ensure that it achieves continuous improvements in each area of the business, not only in business processes but also in stakeholder engagement and common understanding of the importance of sustainable, ethical and socially responsible operations. This is how we monitor our progress in all aspects of corporate responsibility and sustainability.

We encourage participation in social initiatives and are proud of the commitment shown by our employees who readily engage in CSR activities to help the communities in which we operate. We communicate our activities and successes throughout the business to ensure that the principles of CSR are promoted and encouraged throughout our organisation.



Group Values

Underpinning our CSR strategy is our company culture and ethos which permeates every aspect of our business and how we approach opportunities and challenges. Central to this philosophy lies our Lucy Group values which are enshrined in Lucy Electric and all our other businesses.



Sustainability

We work to enable systems change by engineering intelligent solutions

We have adopted the **United Nations Sustainable Development Goals** (UN SDGs) framework and prioritised eight SDGs, while also supporting all others. We're putting **people** and the **planet** at the heart of everything we do, to achieve **progress** with purpose.



People, Planet, Progress

Lucy Electric has implemented a framework based on the United Nations Sustainable Development Goals (UN SDGs). Lucy Electric aims to meet our sustainability aspirations and our stakeholders' expectations while aligning with national and international sustainable development objectives.

Committed to a sustainable future, Lucy Electric strongly advocates contributing positively to the needs of society, the environment and the economy and have adopted a triple bottom line approach to make measurable and sustainable progress across the three inter-linked pillars: People, Planet and Progress.

People

- Providing a safe and healthy environment that promotes wellbeing, and quality of life for all.
- Valuing our employees and promoting diversity, equality and inclusion.
- Supporting charitable, environmental and education initiatives within the community.

Planet

- Reducing emissions, improving efficiency, material recycling, and prioritising the use of renewable energy.
- Promoting the responsible use of natural resources in our businesses and by our stakeholders.
- Protecting and enhancing ecosystems and biodiversity.

Progress

- Designing and producing innovative, smart, sustainable products.
- Promoting a culture of ethical behaviour and transparency.
- Actively encouraging sustainable and ethical practices across the supply chain.

Human Rights

Lucy Electric has a robust human rights policy, and we mitigate the risk of human rights abuse throughout our organisations and those within our supply chain. We discharge this responsibility via our supply chain management programme along with internal and external audits.

Human Rights Statement

We respect and promote human rights through the following means:

Lucy Electric is committed to further developing a culture which supports internationally recognised human rights declarations. We recognise our responsibility to respect human rights and avoid human rights abuses.

Our aim is to improve our human rights performance by referencing the principles of the Universal Declaration of Human Rights, the core convention of the ILO (International labour standards) labour standards and the ten UN Principles of Human Rights. Additionally, we support and operate within the principles of other related conventions, international laws and standards.

We respect and promote human rights through:

- Our Corporate and Social Responsibility Policy, which covers governance, health and safety, employment, environment, society, business integrity, the promotion and protection of human rights in our supply chain and the responsible provision of products and services.
- The communication and promotion of our vision, mission and values (all of which are underpinned by our CSR philosophy).
- Lucy Electric's continued efforts to support and develop human rights initiatives and participation in various other activities designed to promote corporate responsibility.



Modern Slavery Act (MSA)

Lucy Group Ltd and Lucy Electric have exceeded the compliance requirements of the UK Modern Slavery Act 2015, which introduced obligations applicable to most commercial organisations. Organisations are required to publish an annual anti-slavery and human trafficking statement, to include its own performance and that of its supply chain irrespective of wherever in the world those suppliers are based.

Our third annual Modern Slavery Act Statement has been published by our Board of Directors and is accessible via our websites. Existing suppliers have been asked a series of searching questions to check not only their own compliance but the compliance of their supply chains. All new suppliers are required to meet rigorous compliance standards. In addition, the company undertakes a programme of unannounced audits to provide additional assurance. All Lucy Electric staff have been provided with MSA awareness guidance and additional training.



Supply Chain Management

Lucy Electric has been built on the principles of providing quality products and services which exceed our customers' expectations. In order to achieve our goal we have approved a quality led and loyal supply chain. We aim to build lasting relationships with our suppliers and their employees. We are committed to working with them to build a sustainable business and provide long-term employment for their staff. A good, positive relationship with our suppliers is vital to our success. As a result, we work with our suppliers where possible in the following areas:

- We have a robust supplier code of conduct with which we expect our suppliers to comply. This builds on our existing efforts to source responsibly and continue our legacy of ethical business and integrity throughout our supply chain.
- We assess our suppliers annually to ensure compliance. We encourage vendors to adopt responsible business policies and practices.
- We are committed to ensuring that the welfare of workers and labour conditions within our supply chain meets or exceeds the standards of Lucy Electric. We ensure that this is done by auditing our suppliers which includes compliance with ethical employment, safe working practices, and environmental control.
- Where necessary, we will exert procurement pressure to ensure that all of our vendors behave in a socially responsible way.
- We are also in the process of further developing our supply chain to ensure that our vendors are environmentally responsible and take continuous improvement measures to look after the environment to the latest standards.



Ethics and best business practice

We create ethical business relationships that are conducted and achieved through our policies that apply to all individuals working at all levels. These include directors, senior managers, officers, employees, consultants, contractors, trainees, seconded staff, home workers, casual workers, agency staff, volunteers, interns, agents, sponsors and any other person associated with Lucy Electric our subsidiaries or their employees, wherever they are located.

Engaging with our stakeholders

Respecting the interests of all our stakeholders is vitally important for Lucy Electric. We actively engage, listen and respond to their concerns being open and honest in our approach.

Anti-Bribery & Corruption

As a company we are committed to complying with the Bribery Act 2010 in our business activities in the UK and overseas. This includes the following;

Under the Bribery Act 2010, a bribe is a financial or other type of advantage that is offered or requested with the intention of inducing or rewarding improper performance of a function or activity.

Having knowledge or belief that accepting such a reward would constitute the improper performance of such a function or activity. A relevant function or activity includes public, state or business activities or any activity performed in the course of a person's employment, or on behalf of another company or individual, where the person performing that activity is expected to perform it in good faith, impartially, or in accordance with a position of trust.

All Lucy Electric staff are trained to understand the 'rights and wrongs' of conducting business. The training includes interactive examined PC based programmes along with group presentations.



Doing business the right way

Customers are the life blood of any business. We aim to deal honestly with our customers to secure their loyalty and trust by providing products and services which exactly match their requirements in terms of price, quality and specification. We regularly review our performance in meeting our customers' expectations through customer satisfaction surveys together with feedback from our sales and customer service teams.

Our management systems strive to help achieve new levels of business excellence.

This includes:

- Setting objectives and establishing targets which are monitored through an agreed set of key metrics
- All personnel (from top management to associate level) at each business unit must demonstrate active involvement.
- Applying tools and methodologies.
- Rigorous demands are made when planning for new product/ service introductions
- Managing and evaluating performance through KPI's.
- A Lucy Integrated Management System (LIMS) providing consistency across all global sites.

Environment

Taking care of our planet

We recognise that our operations have an effect on the local, regional and global environment where we live and work. Our entire workforce is committed to continuously improving its environmental performance and the prevention of pollution by following environmental regulations and laws and adopting codes of practice that are recognised as setting the standards of environmental performance. Specific policies are written to cover all major environmental aspects of our business, addressing issues such as energy use, waste production, air emissions, deleterious materials and resource use. We manage and implement this through our coordinated Environmental Management System. All our assembly facilities are ISO 1400:2015 approved.

Compliance

Lucy Electric complies with the following environmental systems, standards and policies:

ISO14001:2015

CEMARS (Certified Emissions Measurement and Reduction Scheme)

Zero waste to landfill

Legal and regulatory requirement

Lucy Integrated Management System -Quality, Environmental & H&S Policy

Recycling initiatives (internal)



ISO 14001:2015

Lucy Electric is certified against the ISO14001:2015 for environmental management:

The standard helps to establish processes to manage operations or processes affect the environment (i.e. adverse changes to air, water or land).

- Comply with applicable laws, regulations and other environmentally related requirements.
- Continually improve on the above.

Our products

We are continuously reviewing the design of our products to assess if there are ways in which we can make them more energy efficient and environmentally friendly.

- Our products help our customers optimise energy efficiently.
- We use recyclable materials wherever technically and safely possible.

Logistics

Locations of factories are close to customers to avoid unnecessary transport.

We measure our UK carbon footprint and publish the results; this is being rolled out to our other sites around the world.

Packaging such as pallets and plastics associated with freight are recycled wherever possible and we adhere to packaging regulations. Lucy Electric endeavours to ensure the materials we use do not come from countries in conflict.

Recycling

Policies and procedures are in place to manage waste across the business. We recognise our responsibility to recycle materials wherever possible. We recycle our paper, cardboard, pallets, wood, metals, and plastics used to build products, which reduces waste and cost.

We measure and reduce the amount of paper that is printed. Printers are monitored for the number of documents printed every month.

During expansion of existing facilities and new developments, we employ sub- contractors who follow strict recycling and disposal regulations.

Single use plastics and polystyrene materials have been eradicated from our operations and offices.

Environment

Energy use

Global measures to reduce carbon emissions

The last few years have seen an acceleration of moves to reduce carbon emissions and make the workplace more environmentally friendly. Recent government commitments in this respect are very much in line with our objectives. Year after year we have worked hard to drive down our emissions as we realise this is not only good for the planet, it also reduces cost. This is an important part of CSR as we commit to favourably impacting the areas in which we operate.



What is Lucy Electric doing to measure its carbon footprint?

The UK has been certified against ISO14064 since 2012. The success has led us to extend classification to all sites across the Lucy Group. Until 2018, our sites were individually measuring their carbon footprint, taking a range of factors into consideration, such as electricity, gas, water and transport usage. Although this did provide transparency on a country-by-country basis, the reporting fell short of internationally recognised protocols and therefore made it difficult to produce a total emissions figure for all manufacturing sites.

To align reporting methods, we adopted the principles outlined in the UK standard (ISO 14064). Working together our site, quality and environmental managers developed a common framework for data capture, creating a platform for driving continuous improvement.

Each site is still responsible for its own improvement activities, but the sharing of standardised data and knowledge has allowed us to collaborate more effectively around our quest to reduce global emissions.

Lucy Electric's carbon footprint

Lucy Electric measures its operational carbon footprint in the UK using ISO14064 a certification managed by Achilles and accredited through Toitu standard provided by the Achilles Carbon Reduction Programme.

An organisation must demonstrate its ability to quantify and reduce greenhouse gas emissions in a structured and credible way to become certified.

ISO 14064 platinum certification

In 2020, Lucy Electric UK was awarded a platinum status by Achilles for its continued commitment to reducing greenhouse gas emissions.

ISO 14064 is internationally leading certification programme recognised across the globe. As a result of our sustained reduction and for having no non-conformities across our data sets, we proudly received a platinum CEMARS certification.

Upholding a year-on-year reduction is challenging, but Lucy Electric UK has shown that by working together towards a shared goal of measuring and reducing our carbon footprint, we've managed to make a real difference. We look forward to lowering our admissions even further moving forward.



Environment

Achilles

In June 2021, Lucy Electric UK successfully met the requirements of the Utilities Vendor Database Audit (UVDB) achieving 100% across the board for Environment, Quality, Health & Safety and CSR.

The auditor highlighted several strong points, including emissions reduction improvement, audit training, and use of green suppliers for packaging.

This is a fantastic achievement exemplifying Lucy Electric performance as a world class supplier of equipment and services. The results are consistent with last year's findings and reflect our team's hard work and commitment to maintaining its systems.

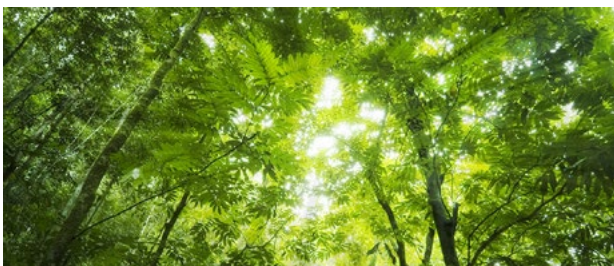
Disposal of waste

We are committed to minimising waste and controlling hazardous waste. This means controlling stock levels and disposing of all waste through appropriate, safe, responsible and approved suppliers.



Six years zero waste

Our relentless drive to reduce waste and maximise recycling has resulted in our UK factory recording 'zero waste to landfill' for the fourth successive year. Our overseas facilities are also recording significant increasing levels of recycling and a comparable reduction in waste.



Water saving initiative in Dubai

Water is a very precious resource and perhaps even more so in the Middle East. Our factories in Dubai (UAE) have installed a water recycling system which includes sewage to provide safe water for irrigation.

Green travel

Our UK site has launched a green travel initiative which encourages alternative means of getting to work. Lucy Electric gives loans to those wishing to purchase a bicycle and provides information about local walks, transport, and cycling routes.



Environment

Solar panels

As a leading energy business, Lucy Electric is proud to have installed one of the largest solar farms in the county on the roof of its Oxfordshire, UK headquarters. This provides nearly 30% of the energy required to operate the site. The company also has a pilot scheme running in India and is considering rolling this technology out to other sites.

Further environmental improvement initiatives

Lucy Electric promotes the efficient use of energy to produce and deliver products and services to its customers.

Sensors have been fitted to office lighting to avoid them from being left on.

- “Switch off” stickers have been put on all light switches for rooms where sensors cannot be used.
- All air-conditioning units comply with F Gas regulations.
- Electricity and water consumption is monitored to ensure we create the lowest possible waste. For example, our UK sites uses energy efficient light bulbs, while in Dubai PIP lights are used,
- At our manufacturing sites we measure electricity usage not only across our factories and offices but also within discrete ‘energy zones’ to identify opportunities for reduction.
- In Thailand, we monitor and conserve energy in conjunction with the Industrial Estate Authority.
- In the UK, we have planted trees on land on our site, and built bug hotels for biodiversity.
- Gardens have been planted on most of our sites to encourage local flora and fauna and contribute to the wellbeing of our staff.



Elimination of polystyrene and single use plastics

Lucy Electrics Environmental Management team created a global task force to eliminate the use of polystyrene and single use plastic packaging internally and throughout its supply chain. We are proud to confirm that the use of both materials has been completely eliminated.

In the UK, single use plastic cups and plastic bottles were eliminated from water fountains and vending machines in favour of recyclable paper cups, glass and porcelain mugs.

In India and Dubai, plastic bottles in the canteen were replaced by metal jugs and glass. Projects are running to reduce use of plastic bags for repacking material.

In Thailand, a 100% elimination of expanded polystyrene (EPS) insulated water bottles was achieved, these were replaced by glass bottles. The next step will be to work with the food supplier to provide recyclable cutlery.

Similarly, plastic cups are being replaced by paper cups in Saudi Arabia. Plastic spoons are also being swapped out for wooden ones and a mug was given to each employee for personal use instead of plastic bottles.

These activities extend our efforts to be more sustainable. To date, we have seen the elimination of polystyrene from packaging and paper towels in our UK facilities.



Environment

UK tree planting projects 2021

With the support of Lucy Electric, 21st Century Thame community group has planted over 3,000 trees in probably the most challenging two years of the last 70 years. The donation, which was given to kick off the project back in March 2020, has really borne fruit. Thame and the surrounding areas, including public and private land, are now covered in rows of saplings. Eighty trees were planted in Sydenham creating a brand-new woodland.

Lucy Electric Thame also helped with the purchase of 5 large silver birch trees which were planted in areas near to the local rugby ground at the end of July 2021. The trees already provide shelter for birds and of course, they also contribute to producing cleaner air and the reduction of carbon dioxide in the atmosphere.

Trees planted to support Green Living plan

Volunteers at Lucy Electric Thame braved the freezing weather and rain to plant 13 trees on land next to the Lucy Electric site. The project, developed in association with Thame Green Living was in the pipeline for a few months while permissions to plant on the strips of land were sought. Once the green light was given, Lucy Electric purchased the trees through Thame Green Living, who were fantastic and organised what trees were best to buy for the type of soil and location. They also organised help from 21st Century Thame to come along on the day and advise on planting.

Despite the bitter cold and wind, the Lucy Electric volunteers worked very hard and got each tree planted in less than two hours. It was arduous work as under the grass there were a lot of stones and tarmac that had to be removed. Even a horseshoe was found which was laid next to a tree for good luck.



Going green at WETEX

Lucy Electric once again exhibited at the WETEX 2021 exhibition hosted by DEWA at the DEC – Expo 2020 site. Apart from marketing our products and services, we took advantage of the opportunity to also promote health, safety and the green concept.

The Lucy Electric hygiene kit specially branded for the expo was an amazing success and very popular with customers and visitors to the stand. In addition, we also offered our Green Set, consisting of a reusable cotton bag and a notebook made of 100% recycled paper, which can be recycled over and over again.

Finally, to avoid the use of unnecessary paper business cards, Lucy Electric offered visitors the opportunity to use the electronic business card QR code system, which serves the twin goals of going green and reducing the risk of spreading Covid -19. Lucy Electric were one of the few exhibitors using this technology, which drew more attention to it, thereby increasing awareness of the company, our products and our commitment to health, safety and going green.

We are very proud to have had a chance to help make a difference in promoting such green and sustainable concepts.



Health & safety, wellbeing and equality

Taking care of our employees

Health & Safety

Our full-time team of H&S specialists manage safety across all Lucy Electric factories and offices. The team is ably supported by local managers and safety coordinators.

We provide safe working environments for all the Lucy Electric team and have secured H&S ISO 45001 certification across our established manufacturing sites. We measure the safety status of all our sites every quarter across a range of attributes to target improvement actions.

Lucy Electric provides fair and equitable employment terms and conditions. We benchmark people management practices to create an engaged workforce, doing more than just keeping the company in compliance with applicable labour, employment and business practices. This helps to maintain a productive and committed workforce. We also strive to help and support our local communities and charities and encourage staff to do the same.

We have embedded diversity across the business. We have simplified our key principles and translated these into local policies so that they may be easily accessible to everyone throughout the organisation.



Safety leadership training

Both Dubai and Thailand's H&S departments provided leadership training to department managers, supervisors and team leaders from across the business. Site directors also joined the training and demonstrated their commitment to safety management.

These sessions highlighted the need for H&S awareness, equipping managers with the right tools and knowledge to pro actively engage with employees on all safety related matters. It aimed to help leaders become more skilled at influencing employees to adopt safe working cultures, ensuring that high-quality standards are upheld.

At the end of the training course, employees completed a Personal Safety Action Plan (PSAP), committing themselves to four individual safety actions to complete over the next three, six and 12 months.

Fair employment practices

Lucy Electric complies with all laws pertaining to freedom of association, privacy, immigration, working time, wages and hours, as well as laws prohibiting forced, compulsory and child labour and employment discrimination. We conduct our industrial and employee relations business in an open and constructive manner.



Health & safety, wellbeing and equality

Covid-19 precautions

All our locations have amended working practices and processes to make them covid safe. Lucy Electric have taken precautions to ensure everyone on site remains healthy and safe. All employees, visitors, customers, or outsourced services are always required to wear a mask when necessary and in some areas to have their temperature measured and shoes cleaned before entering the facilities.

All common areas and inbound material areas are constantly cleaned during working hours. The use of alcohol sanitising gel and keeping the minimum distance between people is continually reinforced to stop the spread of the disease.

Special site-based newsletters and communications have been set up for all employees. This covers updates to Government measures, healthy organisation guidelines, channels of medical and psychological support and any other wellbeing tips and guides during the Covid-19 pandemic.



Employee development

We work hard to develop work/life skills, providing tools, resources and a supportive environment for all employees.

- At Lucy Electric, employees work with their managers to make choices that assist them in navigating their work and personal life challenges while meeting the business needs of the company.
- On joining the company all employees receive comprehensive induction training.
- Staff development needs are identified via individual development planning and changing business needs.
- Training is delivered via internal, external and e-learning programmes - examples include H&S, environment and training.
- We have introduced LinkedIn Learning training, which allows managers and employees to create bespoke development plans as part of the Performance & Development process. By the end of 2021, over 500 employees had completed 2,252 courses on the platform, amounting to 2,651 hours of training.



Health & safety, wellbeing and equality

Equality and diversity

Lucy Electric is committed to embedding equality and diversity across its operations. It reflects its commitment and contribution in its HR strategy – leading to continuously improving business excellence.

We promote a positive culture for work to which every employee contributes and within which they are able to develop their full potential.

It is central to the concept of the company that all employees treat each other with respect, regardless of their race, disability, ethnicity, gender (including transgender), age, sexual orientation or beliefs.

Lucy Electric has an embedded diversity across all its entities. We have simplified our key principles and translated these into local policies so that they may be easily accessible to everyone throughout the organisation and to make this information widely available for all employees of Lucy Electric in a range of formats.

We base employment decisions on job competences (e.g., education, prior experience, behavioural competences) and merit.

Lucy Electric respects the privacy rights of employees by using, maintaining and transferring personal data in accordance with General Data Protection Regulations (GDPR).

Prevention of discrimination and harassment

Lucy Electric is committed to creating a work environment free of harassment and bullying, where everyone is treated with dignity and respect. We have specific policies which cover bullying and harassment in the workplace and in any other work-related setting. We have an open door policy where employees can discuss any issues in confidence.

Training

As part of our commitment to providing development opportunities for our people, we've recently launched new global development programmes to bring new skills, ideas and tool kits to our businesses, supporting leadership skills, project management and team dynamics.

To date, over 110 employees have participated in these programmes, which have been facilitated in the UK and India, all with great success and participation from the teams.

Spotlight on International Women's Day

International Women's Day was celebrated in Lucy Electric Brazil. Every lady was presented with a plant to thank them all for the valuable contributions they make to the business, the teams they work in and the help they provide to each other and their other colleagues. This small but important acknowledgement of their hard work helps to recognise and mark their achievements.

International Women's Day was also marked by the Directors at Lucy Electric India presenting all female employees with flowers and greeting cards as a token of their appreciation. This was an opportunity to acknowledge and recognise the very valuable contributions that Lucy Electric India women make to the business and everyday working life.



Freedom of expression

Lucy Electric fosters a culture which encourages freedom of thought and expression within a framework of mutual respect.

We promote a positive culture for all employees to contribute through self-evaluation, learning and innovation. We encourage involvement in our multi-disciplined continuous improvement teams.



Collaborating to support education

UK apprentices

We are very proud of our apprenticeship scheme and are extending this further beyond engineering apprenticeships. Our apprenticeship scheme offers young adults the opportunity to study and gain real world work experience. It also offers Lucy Electric the opportunity to foster talented individuals and let them excel within the company. We have nine apprentices currently in the UK.



Lucy Electric South Africa BBBEE Programme

CSR is important in South Africa and Lucy Electric South Africa (LESA) has adhered to Lucy Electric's CSR principles from inception.

For example, the company pays for the further Education of LESA staff and also contributes to the social uplift of a previously disadvantaged population through Non-Government Organisations (NGO's). Donations have been made via the TISO Foundation Charitable Trust to support various social uplift programmes.

The legislated South African Government's Broad Based Black Economic Empowerment (BBBEE) is a programme designed to uplift previously disadvantaged and marginalised society. A business must qualify to at least Level 4 (level 1 being the highest score attainable) to be compliant for Government or quasi Government supply.

Currently on level 3, with the objective of attaining level 2 LESA continues to drive identified areas for improvement. LESA staff training programmes are also in place and recorded on a SETA annual training report.

Lucy Electric UAE Internship scheme

Our factories located in Dubai are in a long-term partnership with BITS Pilani, an engineering college. We have a five month internship programme with the college and have employed students as interns once they've completed their studies.

Health & safety, wellbeing and equality

Employee welfare

We have an Employee Assistance Programme (EAP) which provides free confidential information, support and advice on a range of personal and work-related issues.

- We provide fair and equitable employment policies as appropriate in each country where our employees work, following the principles of fair employment.
- We resolve conflict by understanding differences, and we determine the most appropriate course of action with all parties involved.
- We maintain an ongoing programme of monitoring and reviewing our pay system to ensure it provides equitable pay and is free from discrimination.
- We encourage all employees to raise any concerns within the company.



Overseas traveller risk management

The company is conscious of its duty of care in managing traveller safety. To that end the company undertakes:-

- Traveller induction training which includes risk awareness and health management
- Annual travel safety training conducted by industry experts
- 'Where's my traveller' location monitoring via our travel booking agency. This is designed to ensure that no more than three employees embark on the same flight.
- Ensure understanding and compliance by requiring travellers to complete a safety check list prior to travel.

Wellbeing

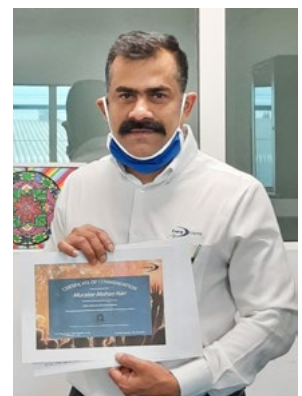
In 2021, we undertook an extensive audit and consultation to redefine the meaning and scope of health and wellbeing in our businesses and Group. The audit has flagged up our heritage as a socially responsible business, with a "caring culture." This is evident by our huge commitment to preserve jobs and livelihoods in an unprecedented global pandemic. Indeed, the business has shown remarkable resilience in an uncertain global commercial environment.

Following the audit feedback, we have created a Lucy Group charter, which joins up the key drivers and determinants of health and wellbeing to provide a solid infrastructure and clear sense of direction.



The Lucy Electric CSR Awards

During the last year, we introduced these awards to recognise outstanding CSR contributions made by individuals and/or teams. We particularly want to thank and encourage colleagues who have helped and supported each other and their local communities.



Health & safety, wellbeing and equality

Mental Health first aid training

In recent years it has become increasingly understood that mental health is as important to our wellbeing as physical health. Struggling with mental health can also be something which many feel reluctant or ashamed to talk about. In order to tackle some of this stigma, Lucy Group HR set up Mental Health first aid training.

The teaching originally planned to be face to face still worked very well online due to the Covid-19 situation. Volunteers took part in the UK participating in training over four days.

In addition, the volunteers worked hard at independent learning in the evenings covering a huge range of topics surrounding mental health.

Not only was the training extremely informative but it was also practical. Without exception participants felt more confident and informed about what they could do to help a person in crisis. Lucy Group, Lucy Electric, and Lucy Real Estate now have 12 qualified mental health first aiders who, during this turbulent and uncertain time, can provide invaluable support to those in need. We are hoping to roll out training to more business areas in the near future.



Communication

Employees are key to the success of our business. By engaging with our employees, we create a working environment in which everyone feels valued and can achieve their potential. We manage this through regular employee engagement surveys, regular communication via the intranet and through line managers, a monthly Group wide newsletter that anyone can contribute to, other regular newsletters including CSR and wellbeing, and videos from senior management. We value employee engagement and create the best work environment possible, a place where everyone can contribute, where issues are promptly raised and resolved, and where communication flows across all levels of the company.

- We hold company employee employment surveys looking at how we can improve as an employer.
- Lucy Electric regularly holds communication events which are broadcast to its sites around the world
- We strive to have open, honest communication between managers and employees, seeking guidance and providing or soliciting feedback.
- Knowledge management techniques are utilised to improve the availability and use of knowledge and information across Lucy Electric and to support knowledge exchange for improvement in policy and practice.
- To complement our robust health and safety policy, we publish regular bulletins with practical advice and guidance on H&S matters.

Community Engagement

Lucy Electric is committed to the communities in which it operates. We regularly engage with the local community and authorities to manage the social, economic and environmental impact of our operations. With a Lucy Electric CSR champion established in each of our business locations, we are actively ensuring that we make a positive difference wherever we are in the world.



Lucy Electric UK (LE UK)

Lucy Electric UK is where our head office and UK offices are based and also where the majority of our CSR and sustainability work is coordinated and communicated to the rest of the company. It's therefore really important for us to ensure that whilst we are looking at what we can do in other regions, who arguably have more obvious needs, we also try to make a difference in our own local communities in the UK.

Lucy Electric is an active member of Local Chambers of Trade and engages with national, regional and local authorities. We also liaise with business in the community and actively contribute to alumni events.

Supporting community events

- We sponsor Thame town Christmas events
- We collect food for the local food bank and take part in the Community Christmas Box appeal.
- We sponsor Thomley Hall, a local charity providing play facilities and respite for those with disabled children.



Lucy Electric UK (LE UK)

Lord Williams School

Lucy Electric UK are very pleased to have excellent links with the local secondary school, Lord Williams. We are often called upon to help contribute to the children's education through activities such as work experience, factory tours and careers fairs. Members of different departments regularly visit the school to talk to students about the world of work and what career paths are available to them.

Lucy Electric UK is a long standing supporter of the school's fund raising events, such as the Lord Williams Colour Run, where participants are subjected to being covered in coloured dyes at various stages of the course!

Unfortunately this year has seen many events cancelled. However, we have now taken most of the events we have committed to online. This includes mentoring, funding new IT equipment, and careers talks.

Thame community charter

We are a signatory to the Thame Community Charter, produced by Sharing Life Trust, the group behind the Thame Community Bank and the Thame Food Bank. By signing up to the Thame Community Charter, Lucy Electric UK now stands as part of its local community, supporting the ideals and values of the town.

National charity events

In 2021 money was raised for: Save the Children- Christmas Jumper Day, the Royal British Legion's Poppy Appeal, Coffee Morning for Macmillan and Movember as part of Men's Health Awareness Month.

Thame site build brilliant bug hotel!

Volunteers from Lucy Electric constructed a bug hotel on site in Thame. For some time now, site managers have been looking at how to make the factory and office grounds more environmentally friendly. Due to the lack of space, they needed a compact option that would still make a difference. The idea of a bug hotel was born, and our enthusiastic volunteers constructed a bug hotel from scratch on one of the grassy verges.

Over the space of a morning, the volunteers built the hotel using old pallets, bark, straw, and brick. It has been built to help encourage biodiversity in the area and create a space for life to flourish. Everyone had a lot of fun being in the outdoors, constructing it by hand whilst helping the environment.



Lucy Electric UK (LE UK)

We are very proud of our staff who raise money for charity in their own time!

We celebrate our staff who in their own time raise money for charities through fun runs and various other activities. We have had staff run, motorbike ride, hike, bike, kayak and walk on hot coals (literally) for charity this year. We allow staff up to two extra days paid leave a year for volunteering.

- Lindsey Arnold, LE Marketing Coordinator based in Thame, took up the challenge to run 5K for the local Red Kite Family Centre. The centre which is run and paid for by the community is a free of charge service which caters for children from 5 and under and their families. Like all charities, the Centre has struggled in lockdown and Lindsey wanted to show her support. Lindsey said, "Having young children of my own, I understand the pressures that mums and dads face and how tough it can be sometimes to keep your children entertained. Red Kite Family Centre provides a safe place where the kids can play, mums and dads can get a break and get help and advice from staff if needed. It was a pleasure to show my support to raise money for this community service. With the help of sponsorship from the company, Lindsey raised £150
- Simon Willis (Supplier Quality Assurance), undertook the 'Run the month for Prostate Cancer' challenge in support of Prostate Cancer UK. Simon ran 27 miles in a month to raise money for this excellent charity. Despite being unwell for a week Simon achieved his goal! Together with the company's support Simon raised an amazing £660 for Prostate Cancer UK. Simon said, "Charities are really struggling right now and Prostate Cancer is currently the most diagnosed cancer in the UK, so I consider this to be a very worthy cause. Altogether the campaign 'run the month' raised over £2,000,000, so we can all feel proud of that achievement.
- Michael Saunders was so inspired by the work that Thomley does for children when he volunteered with the LE Team in November, that he wanted to do even more to help. After chatting with the site manager, Michael heard that they often need a DJ for the various fundraising activities that they do. Michael is a DJ in his own time has also raised money for Suicide and Mental Awareness, Mencap and Cancer Research dressed in his knight's armour which never fails to cause a stir and get him noticed. In November, Michael dressed up in his medieval armour for the Thomley Christmas Market event. Not only did Michael help create a fantastic atmosphere for the event, but he donated two thirds of his fee to Great Ormond Street Hospital. The company also matched what he donated which meant the hospital received a £200 donation. A big thanks to Michael for his fantastic work!



Lucy Electric UK (LE UK)

Robots get dancing again

LE Thame were contacted by the Thame Youth Project after seeing our 'Dancing Robot' activity with Long Crendon Primary School. They thought it was fantastic and reached out to the company to see if we would support a similar project with their activity day during the October half term.

Thame Youth Project is a charity with a group of engaged volunteers who have the expressed aim of supporting the young people of Thame.

To facilitate maximum participation, all the work they do is at zero-cost to the young people and their projects are entirely dependent upon grant-funding, donations and voluntary contributions.

The activity day helps to entertain and inspire young people with various tasks. It is completely free and youngsters between the ages of 11-14 can take part in activities they would normally not have the chance to do. Nick Sawyer (Design Engineer) and Elaine Pickup (Technical Support Engineer) volunteered to take part in inspiring and teaching young people about engineering by building their very own dancing robot.

The students built the robots out of paper cups, felt tip pens, masking tape and a small motor. They then stood back and watched as their robots danced in circles, creating colourful patterns with their felt tip feet. The afternoon went very well with fifteen enthusiastic youngsters taking part in the activity.

Linda Newton, Thame Youth Projects Group (CIO) said, "Thank you so much for today, the dancing robots were amazing. It was so great to see the young people learning and having fun at the same time."



Lucy Electric joins local Thame COP26

During the first two weeks of November 2021, the Glasgow 'Conference of the Parties' brought leaders from every country together in a united effort to tackle climate change and biodiversity loss. Thame COP26 invites the 'parties' of Thame: businesses, schools, faith organisations, and other groups to do the same.

Lucy Electric Thame were asked if they would like to sign up and show their support for the initiative. Organisations have started to make the changes they have committed to, and Lucy Electric is no different. With the roll out of the Lucy Group Sustainability framework, LE has chosen our target Sustainable Development Goals (SDG's) and has already made strides towards a more sustainable future.

Evidence of our tangible improvements includes receiving the platinum Achilles Certificate for 10 years of reducing greenhouse gas emissions in accordance with ISO 14064, as well as contributions to biodiversity locally, tree planting and the introduction of electric chargers on site. Signing up to Thame COP26 illustrates the company's commitment to tackling climate and our commitment to the local community by moving towards a more sustainable future.

THAME COP26

Lucy Electric UK (LE UK)



Staff at LE Thame Volunteer to help Thomley Charity

A team of 12 from Lucy Electric Thame rolled up their sleeves and volunteered at Thomley, which is a centre for people of all abilities and disabilities.

Lucy Electric Thame has been a supporter of Thomley for many years, and volunteers from multiple departments were able to get together and spend a day helping the charity.

Thomley has three main goals: To preserve and protect the health of those caring for people with physical, learning or sensory impairment, to provide facilities and support services for this to happen, to develop the capacity of non-disabled members of the community

All of this happens at their beautiful rural site located not far from Thame.

The team helped tidy up the site before visitors arrived the next day. It was a very stormy weekend and most of the site was covered in leaves and pine needles. The team split into four and got going! A large number of bricks and slates needed to be skipped, a large playhouse moved, areas needed re-barking and the sensory garden needed tidying up after the Halloween weekend. There was a lot to get on with but after five hours of hard work, the team still finished an hour early!

The Thomley site caretakers were really impressed with how hard the team worked and how quickly they got everything done. Suffice to say there were a few the following morning who were rather sore, but it was really good fun to work in the outdoors, with a great bunch of people who are really committed to helping this fantastic charity.

In a thank you letter, staff at Thomley said:

'On behalf of everyone at Thomley, I am writing to thank you for donating your time and effort to volunteer with our maintenance team this week. I heard such positive feedback and the work you did was such a huge help! We really appreciate the support.

Thomley is based on such a large site and the help from people like yourselves enables us to maintain a safe, accessible and engaging centre for our disabled people and their families and friends. Many of our visitors cannot access play and leisure activities in their local communities and so this space is vital to them.



Mentoring local students

Despite not being able to host students face to face on site as normal, staff based at Thame helped young people to understand the world of work and make decisions for their future. In their own time, IT staff mentored students from Lord Williams Senior School who are interested in pursuing an IT career. The remote virtual mentoring over Microsoft Teams covered topics ranging from skills needed to advice on how to get into a career in IT and what it's like working in this field. Yvonne Broomham who organised the mentoring said, "The students really enjoyed the sessions. Mentoring programmes, such as this initiative, can really make a difference to the students and the school."

Lucy Electric UK (LE UK)

Lucy Electric's 500-mile challenge makes a big difference to little lives in South Africa

Inspired by the 'Proclaimers' song 'I would walk 500 miles'; LE UK joined LE South Africa to get active and cover 500 miles to raise money for Abraham Kriel Bambanani (AKB) children's home. Based in Johannesburg, the home cares for abused and abandoned children aged between 0-18 years, looking after their every need and supporting them to become well adjusted, educated, and happy adults. Unfortunately, the home is not supported by the South African government, so their survival is based completely on generous giving. Now more than ever, AKB needs support to care for their orphans and vulnerable children as Covid restrictions have meant they are struggling to raise funds in the normal way.

Lucy Electric agreed to help support AKB by donating £500 if colleagues from UK and SA collectively covered a total of 500 miles over four weeks. The team took on the challenge and enthusiastically walked, cycled, skipped, ran and paddle boarded to complete the miles. The UK had a colleague cycling over 100 miles during a weekend and another taking part despite recovering from a hip operation! Others regularly walked over 20 miles, with both sites determined to achieve the goal. And they did! The team completed 656 miles in just two weeks!

But they weren't going to stop there, so as in the song they went '500 miles more' and Lucy Group committed to donating another £500! It was an amazing joint effort from the UK and SA teams who again smashed the new target, achieving an incredible 755 miles in just a week and raising a total of £1,000 to support Abraham Kriel Bambanani.

This challenge was the first time two LE sites have worked together on a CSR project, and it gave both teams a real sense of being part of the wider Lucy family, despite being geographically very far apart.



Lucy Electric UAE



Despite the uncertainty of 2021 Lucy Electric sites in Dubai continued with their normal fundraising and community events. Our factory and office sites have done a fantastic job adapting to new ways of doing things and continuing to care for the community.

Continuing the fight against single use plastics

Building on earlier successes to eliminate single use plastics, July saw the launch of an exciting new initiative that Dubai hopes to run annually.

The project was called Plastic Swap and employees were invited to trade in their plastic carrier bags in exchange for a reusable cotton bag.

The response was staggering and exceeded all expectations. As soon as the launch email was sent out, employees turned up to trade in their plastic bags. In the space of just 2 weeks during this trial run, 275 bags were collected which makes the team very optimistic about what they can do in the future.



Voluntary contribution for India relief fund

The HR team in Dubai initiated and coordinated the India relief fund. Set up in response to the impact of Covid-19, our team in Dubai got together feeling very much that they needed to do their bit to help.

A collection was organised and with so many contributing AED 20K was raised, which Lucy Group has kindly matched, making the total sum of AED 40K. This was transferred to the Indian Prime Minister's Citizen Assistance and Relief in Emergency Situation Funds.

Lucy Electric UAE

Earth Hour UAE 2021

The team in LME and FZE encouraged colleagues to switch off for an hour over the weekend in support of Earth Hour. Held on 27th March, Earth Hour is a global grass roots campaign to tackle climate change.

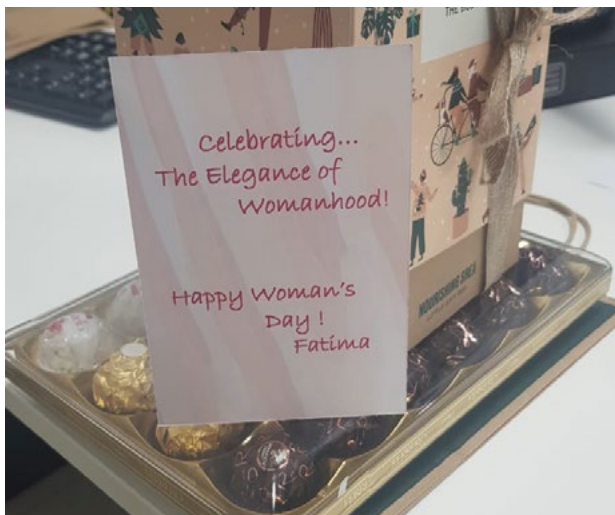
In the UAE, individuals were invited to join the world and participate in a virtual celebration to raise awareness of climate change. Campaigns such as these are so important to show where we stand as a company and to encourage and support participation in events such as these.



International Women's Day

With restrictions in place limiting how many people could gather, it did not stop LME and FZE celebrating International Women's Day. The HR department had the idea of surprising the LE ladies by purchasing hamper boxes. These were filled with chocolates along with greeting cards that were pre-arranged on each lady's desk to be a surprise in the morning and provide a great start for a greater day ahead.

It was a small gesture that made a big difference and a great way to show gratitude and appreciation.



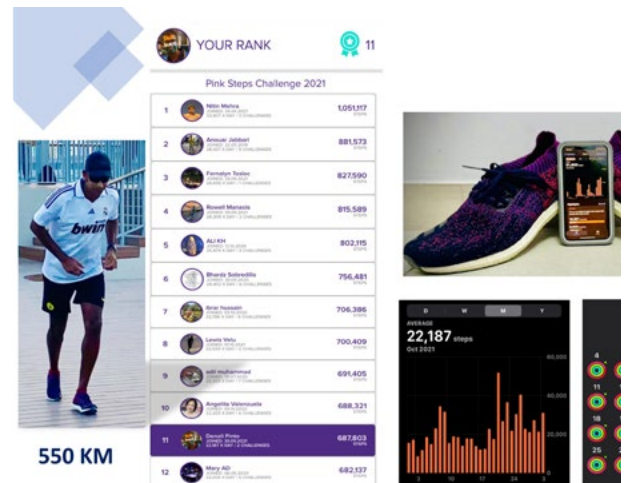
Dubai Pink Steps Challenge launched

LE Dubai has once again supported Friends of Cancer Patients (FOCP), a UAE-based non-profit organisation dedicated to raising cancer awareness while offering moral and financial support to cancer patients and their families.

The Pink Steps Challenge aims to encourage both individuals and corporate teams in the UAE to improve their health and contribute to the treatment of cancer patients who cannot afford it. The challenge is one of FOCP's initiatives to mark International Breast Cancer Awareness month, which is observed annually to raise awareness around the risk factors, myths and prevention of the disease.

The get-fit challenge runs throughout October and involves participants pledging to take 8,000 steps every day. The overall target of the challenge is 20 million steps. Rather than a mass run, those taking part were asked to walk at home or at their place of work.

Like Dubai, staff in LEBR were keen to mark 'Pink October'. The activities were in a different format this year. LEBR arranged for breast cancer awareness campaigners to come onto the site and speak about their own personal experience with breast cancer. They shared their stories going through the journey of chemotherapy, mastectomy etc. Their stories were very emotional and hard hitting but everyone was left with a better understanding and what signs to look out for.



Lucy Electric UAE

Ramadan Iftar meals donated to charity

The LME and FZE CSR Champions, Fatima Lazreug and Anamica Samuel, shared the joy of giving during the holy month of Ramadan by donating 200 meals to workers outside of the company in JAFZA (Jebel Ali Free Zone Enterprise area).

Through the LE caterers, the preparing, packing and distributing the meals was taken care of.

Fatima says, "We were planning to volunteer in helping them pack and distribute, but due to the increase of the Covid-19 cases at that period we could not take part physically. I would like to personally thank the management for supporting the cause."



Ramadan Iftar meals for FZE employees

FZE arranged wonderful Ramadan Iftar meals to be provided for its shop floor employees. Led by the HR team, meals were prepared and individually packed adhering to the highest standards of health and safety and distributed to the employees residing at the camp.

Despite the difficulties it was so good for the employees to be able to share an Iftar meal after a month of fasting.



Lucy Electric India (LEI)



Our operation in India encompasses two sites: Lucy Electric India based in Nashik, Maharashtra comprising a final assembly factory, distribution centre and Sales/Service Office and Lucy Electric Manufacturing Technologies based in Vadodara, Gujarat comprising a components/sub assembly factory supporting worldwide operations together with the LE Global Technology Centre.

Beds donated to local hospital

With Covid-19 putting pressure on healthcare around the world and in many cases redirecting the provision of hospital essentials, LEI decided to support a local hospital.

LEI were contacted by the Amdad Industries and Manufacturers Association who requested support to replenish supplies at the local municipal hospital, which is used by poor and underprivileged patients. The shortages were so acute that LEI purchased 500 beds for the Covid Centre along with 500 sets of mattresses, pillows, bed sheets, duvet sets, duvets and saline stands.

These provisions will go a long way to helping the most vulnerable in the community and providing much needed medical assistance to Covid patients.



Donated masks are distributed to rural police stations

Following the previous purchase of face masks for the police, distribution of this important PPE has continued. Masks that LEI purchased were distributed to local police stations in more rural areas which otherwise may have struggled to equip their officers with masks. It's great to see how much impact LEI has made with this donation, which not only helps protect the police but also the wider community.



Lucy Electric Manufacturing Technologies (LEMT)



LEMT to rebuild village school

After the unavoidable delays of Covid, LEMT has embarked on another fantastic project to rebuild a primary school in their local community. Gopipura, is a small village located near the LEMT manufacturing unit. The village has a population of 2,250 but like so many small villages in the region, work is hard to come by and many of the families live in poverty.

The local school was built in 1968 and has not been modernised since, and so the classroom was in desperate need of repair. Having had the fantastic experience of rebuilding the school in Kota Maida, LEMT is using its experience and expertise to replace the current structure with three brand new classrooms. The village authority has allotted land measuring 35 feet wide and 75 feet long for the construction of 3 classrooms. The old building will then be demolished, and the local authority will build a playground on site.

This is a fantastic project which will bring real tangible benefits to the community and make a huge difference to the children of the village. This project will provide them with an excellent environment in which to learn and will go a long way to support their education.

Supporting the elderly affected by the Covid-19 pandemic

Staff in LEMT reached out to their local community after hearing that a local home for the elderly was struggling due to the pandemic and lack of funding. LEMT provided funds to ensure that the residents had enough food.

The Jalaram Seva Trust looks after the elderly who don't have family and who would otherwise be destitute. Prior to Covid, the Trust had a good number of donors, but the number has since decreased which left the charity with minimal funds.

The onsite canteen in the home were able to provide some excellent meals for the residents and they were very grateful for LEMT's contribution and for remembering them at their time of need.



Lucy Electric South Africa (LESA)



Lucy Electric South Africa based in Johannesburg comprises Sales/Service Offices and a distribution centre. Lucy Electric's CSR initiatives in South Africa are designed to exceed the requirements set by the Government which in themselves are making significant difference. In addition, the LESA team have developed some exciting local programmes which help to bring meaningful improvement to a number of local causes needing our support.

LESA supports students with disabilities

In Johannesburg, LESA is supporting two students living with disabilities to help with their studies and pay their stipends under a learnership scheme.

Mokgadi Sehlapelo is an ambitious young lady living with visual impairment. Mzukisi Nzuza is a young gentleman from the east of Johannesburg living with epilepsy. Both Mokgadi and Mzukisi are determined to fulfil their potential and they were also given the opportunity to gain industry experience by shadowing and assisting LESA employees with their day-to-day duties.

After completing their studies, they will be absorbed into the BBBEE (Broad Based Black Empowerment) programme on skills and development. Gauteng City College will then place them permanently within selected companies. The college was established in 2012 and conceived to help satisfy increasing demand for educational facilities in response to the South African Government's emphasis on improving the education system.



LESA take part in the Tekkie tax for charity!

'Tekkies' is a South African term for what in the UK we would call 'Trainers' or 'Sneakers/Sports/Tennis' shoes elsewhere. The Tekkie Tax is a national fundraising campaign where over 1000 NGOs have joined forces under one big national fundraising campaign.

Members of the public are asked to get a Tekkie Tax sticker for a R10 donation. There are 5 different stickers, each representing a beneficiary sector. The stickers are placed on the 'Tekkie's and depending on preference, you can choose which of the 5 sectors you would like to support when buying your sticker.

LESA took part enthusiastically in the event and wore their Tekkies and stickers with pride! Some even bought the Tekkie tax shoelaces to show their support.

Well done to all at LESA who wore their Tekkies to support this fantastic initiative.



Lucy Electric South Africa (LESA)

Staff at LESA project manage the renovation at AKB & pay a special visit!

After the success of the 500-mile challenge, staff at LESA have been working very hard behind the scenes to help the charity get the absolute best they could from the funds received.

AKB put their trust in LESA to take over the project management of the renovations, which meant they were able to concentrate on what they do best, look after the children in the care. LESA staff members were on site to ensure the project was a success.

There were multiple challenges for the team as the AKB site is extremely far to travel to. Madeli Botha who project managed the renovations says:

'I visited the site on many occasions working with the renovating team, taking samples and working on the project with AKB. I had to ensure it was up to their standards and needs as they are the ones that need to work with the babies. It needed to be easy and comfortable and to have a proper clear and clean working space for them'.

Six members of staff visited AKB on the day the rooms were ready for use. They came along with extras the children would need, they gave the rooms some final touches, like new towels, baby stations, and mats. The team enjoyed it so much, they got to meet and play with all the babies and spend some quality time with them.

The AKB staff were extremely thankful and happy. They were truly overwhelmed as they did not know LESA were going to complete the full project with all the final touches. They were under the impression they were only going to do the actual renovations and were overwhelmed with LESA's generosity. In total 3 rooms were renovated.

Madeli says: 'Some of the stories are heartbreaking, some babies are lucky and are giving to AKB after birth, some babies are not so lucky, one baby was found in a black garbage bag next to a dumpster. It is devastating for what some of these babies had to go through, as some of them are disabled and cannot be adopted. But it was so heartwarming to work with AKB as they are very close to our hearts. It was with great pleasure to see the smiles of the staff and tears of some employees to show the gratitude towards this project.'

The good news is that donations like these can make a huge difference to a charity doing amazing things to heal, love and care for these babies. Lucy Electric has made this happen and we should all be so proud that as a company, whether in the country or on another site, we can make a big difference to little lives.



Lucy Electric Brazil (LEBR)



Lucy Electric Brazil (LEBR), comprises Sales/Service offices, a factory and distribution centre. Staff at LEBR are enthusiastic about all aspects of CSR. They are specially keen to assist their local community in whatever way they can.

Giving food to the needy

LEBR has always been passionate about helping the poor and needy in their area and it has been heartening to see how they have continued this important work despite the pandemic. The suffering and poverty of those already on the breadline has become even more acute. Staff in LEBR, aware of the increasing problem of homelessness and hunger in their local community, used their kitchen to prepare and give out food to those in need. They made pizzas, bought food to prepare meals and then distributed them in the streets of the poorest neighbourhoods. Many people in these areas regularly go without meals and it has become an increasing problem during the pandemic.

LEBR also prepared special individual lunch boxes which were delivered to lots of needy families around the Araucaria region where employment has been hit very hard and many families don't know when their next meal is coming from. The dedication and hard work of the team who go out to these deprived areas and make a practical difference to those in need, is to be commended.

Well done to all the staff and their friends who took part in this fantastic initiative.



Lucy Electric Brazil (LEBR)

Julina festivals celebrated

Staff at Lucy Electric Brazil (LEBR) celebrated the cultural 'Julina Festivals' which is a series of religious festivals. The festivities surround the meeting of the three main religious festivals that take place during the month of June: St. Anthony's Day (13 June), St. John's Day (24 June) and St. Peter (29 June).

To celebrate this cultural event, staff took some time out of their workday to celebrate with games, typical Brazilian food and a costume contest.

Water saving initiative

Amidst the biggest water crisis in Curitiba and the metropolitan region, an opportunity arose to reuse the water from the water treatment plant which processes wastewater from the factory. Previously, the LEBR site only used treated water for the plants within the grounds. However, further opportunities to save water were realised when harvested water was diverted to flush the loos. This reduces the 'clean' water usage from the water supplier and is a great example of our sites becoming more sustainable and mindful of their use of natural resources.

Winter clothes campaign

Staff in LEBR generously donated warm clothes for the poor and needy this winter. Curitiba can have some very cold winters and the poorest in the area really struggle with a lack of essential items. A big thank you to all on site who generously donated and took the time to give to the needy.



Suicide awareness and mental health

10th September is World Suicide Prevention Day with the objective to increase awareness and prevention. It is increasingly important in these uncertain times to highlight the need for all to have good mental health. In LEBR, the month of September is dedicated to mental health awareness and staff took part in several activities outdoors. There were also talks on mental health, wellbeing and motivational activities.

Children's Day!

LEBR also held a 'Children's Day' during October. Because of the pandemic children were not able to come on site as in previous years. So, this year staff donated and bought treats and toys for the children. The team were also very pleased to be able to donate presents to youngsters in a local children's home in the area.

Men's health awareness

'Blue November' was also part of LEBR's health and wellbeing initiatives. Male staff gathered to watch an informative video about prostate cancer which discussed the signs to look out for and what to be aware of. There was also a section featuring men who had suffered with prostate cancer and how they coped with treatment. The emphasis was placed on awareness being a good thing that can lead to early detection and treatment

Lucy Electric Thailand (LET)



LE Thailand's manufacturing facility is located in Chonburi on the Eastern Seaboard in Thailand. Having been established in recent years in a newly constructed factory/office building it has enjoyed the benefits and challenges of being able to incorporate the CSR philosophy from the very beginning. This has not only governed how the factory and process was designed but also the soft business systems employed to incorporate current best practice techniques throughout.

School equipment and scholarships donated to local primary school

Schools are struggling all over the world to ensure that students can keep on learning and socialising in the face of economic constraints and pandemic restrictions. The LET team have supported the local community and school by donating stationery and sports equipment along with two table tennis tables to the local Baan Surasak School. In addition, LET has also provided 20 scholarships for students whose parents suffer from financial problems. Some of their families have been severely affected by the COVID-19 situation. LET are proud to have been able to help unlock opportunities for some of those who otherwise would not be able to benefit from these experiences.



Lucy Electric Thailand (LET)

Donation to Camillian Social Center- Rayong

LET donated essentials to the Camillian Social Center in Rayong. The center provides palliative care, childcare and information on the prevention of AIDS. It also provides homes and shelters for homeless women and children affected by AIDS.

Colleagues in LET donated necessary medical items including hygienic face masks and alcohol gel. They have also provided scholarships for HIV-positive children so that while they manage their condition, they can also be educated and become full members of society.

Bryan Bowman, LET Site Manager, said: 'This center takes in adults and children who are homeless and, in many cases, close to dying from HIV complications. Their families either can no longer support them or have abandoned them. The goal of the center is to care for them and help them recover and rehabilitate so they can be active members of society again.'

Nearly 80% of the staff were at one time patients of the center who have now recovered and work as volunteers or paid staff. The center receives only 1% of its operating expense from government funds and depends on the community to support operational cost. Covid made it impossible for them to run fundraising events.

They currently have 35 adult patients and around 19 children at the school in their care and several others that they work with on an at home care service. They have another 10 serious cases that they cannot take in at this time due to lack of bed space and funds.'

A big thank you for to Bryan and his team for the amazing assistance they are giving this fantastic organisation who are helping the most marginalized and vulnerable.



Lucy Asia Pacific (LAP)



Lucy Asia Pacific is an Lucy Electric Sales office located in the centre of Kuala Lumpur, Malaysia. Although small when compared to our larger manufacturing sites the team takes CSR seriously and finds increasingly imaginative ways to support the Lucy Electric programme.

Festive feast for Buka Puasa gathering 2021

In May 2021, to embrace the Holy month of Ramadan, LAP management invited all staff to celebrate the occasion together with a special meal.

While dining, the team took the opportunity to introduce themselves as it is important for people to feel comfortable and get to know each other. New staff members, Pei Ni & Chai Lyn, had the opportunity to really get to know the team they'd be working with in during this special day.

It was a memorable and harmonious experience as both Muslims and non-Muslims enjoyed dinner together in a relaxed environment.



Donation to Mercy Malaysia help the most vulnerable

LAP donated to the important work of Mercy Malaysia, a charity who work hard to provide medical relief and sustainable health related development for vulnerable communities. The funds are helping the charity in infection control, assisting front line health workers, and supporting the mobilisation of Malaysia's Covid-19 immunisation task force.



Lucy Asia Pacific (LSA)



Lucy Switchgear Arabia (LSA)

Based in Dammam in the Eastern Kingdom of Saudi Arabia, the Lucy Switchgear Arabia operation comprises Sales/Service offices, Factory and Distribution Centre

Food basket donated for Ramadan

During the holy month of Ramadan, LSA staff, in cooperation with the Eastern Region Welfare Organization in Dammam, contributed to the local community by providing Ramadan food baskets to poor and socially vulnerable families.

A team of LSA volunteers participated in buying, preparing and delivering Ramadan food baskets to the needy families. The Eastern Region Welfare Organization appreciated the initiative and the efforts made by Lucy's team to support families in need during this special time of year.

LSA held Eid celebration for its employees

LSA held the traditional annual Eid celebration for its employees after they returned to work. HR met with the Heads of Departments and all employees in the LSA factory including contractors and employees.

With respect for the safety of employees and social distancing guidelines, the company celebrated on two different sites (assembly & fabrication). The ceremony helped team building among employees and it was like a happy family gathering to exchange greetings and congratulations on the occasion, with everyone enjoying special Eid cake, sweets and the great friendly environment.

LSA celebrate the 91st Saudi National Day

On 26th September, LSA celebrated the 91st Saudi National Day with its employees at the Novotel offices by gathering together and enjoying some National Day treats, cake and Arabic coffee. LSA used this special day as an opportunity to bring employees together to set an example about the importance of unity and harmony. The employees celebrated Saudi National Day with joy and national pride.



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