

Corporate Social Responsibility

2026

www.unitbirwelco.com



Message from our CEO

As a global engineering and manufacturing business with facilities in the UK, Saudi Arabia, and India, supported by strategic partnerships across Turkey, South Korea, Qatar, Africa, and many other regions, our focus remains on delivering complex engineering projects for blue-chip clients while staying true to the principles that define how we operate. Efficiency, sustainability, ethics, and the creation of positive economic, social, and environmental value remain central to our business.

As we look towards 2030 and beyond, we recognise that meaningful change requires resilience. We remain committed to conducting business in a way that reflects our values and strengthens the positive impact we have on our people, customers, communities, and the wider world.

Our business transformation journey is strengthening a culture of excellence and continuous improvement across the organisation. This is reflected in the ongoing development and implementation of ISO 9001, ISO 14001, and ISO 45001 management systems across our global operations. Maintaining our carbon-negative status also remains an important part of how we operate.

Investment in people is equally important. Through apprenticeship programmes, university collaborations, and graduate recruitment initiatives, we support and develop the next generation of engineers, technical specialists, and future leaders who will shape the industries we serve.

UnitBirwelco is also advancing innovative products and solutions that help reduce environmental impact. Strong demand in recent years reinforces the relevance of these technologies. This includes the successful delivery of a major flare gas recovery project designed to operate in severe offshore African conditions, demonstrating both the capability of our engineering solutions and the growing importance of technologies that support more sustainable operations. We expect further expansion of both our product offering and market reach in the years ahead.

At the same time, we are replicating successful systems, processes, and operational improvements across our businesses in India and the Kingdom of Saudi Arabia, creating greater consistency, stronger performance, and shared benefits for our teams, customers, and partners globally.

The resilience, commitment, and dedication shown by our people demonstrate the strength of our business and the values that underpin it. While the world continues to present challenges, we remain focused on the opportunities ahead and confident in our ability to build a stronger and more sustainable future.

Together, we remain committed to sustainable growth, long-term value creation, and making a positive difference.

- Cy Wilkinson, CEO



Our journey so far

Our CSR journey is a testament to our unwavering dedication to responsible business practices that extend beyond profit margins. Throughout the pages of this report, we invite you to explore the different ways in which we have harnessed our resources, innovation, and influence to contribute to a more sustainable and equitable future.

From environmental stewardship and carbon reduction to ethical governance and employee well-being, our commitment to creating lasting value for all stakeholders is at the heart of everything we do.

Strategy For Business

As we navigate the complexities of today's global landscape, we remain steadfast in our belief that businesses can be a force for good. This report not only chronicles our achievements but also serves as a blueprint for the continued evolution of our CSR strategy.

Join us on this journey as we strive for excellence, guided by the principles of integrity, inclusivity, and sustainability, setting new standards for responsible corporate citizenship.



Interested Parties & Compliance Needs



Owners/ Shareholders

Profitability, Growth, Corporate Governance, legal compliance



Board report, Communications meeting- Responsibility and authority to demand compliance



Customers

Price, reliability, value, ISO credited



Business events, Surveys, Website, Social Media, Meetings- Moral duty to use only compliant suppliers. Strict adherence to technical standards



Employees

Shared values, security, shared values



Communications, Email, Notice boards, Employee forum, open door policy - Knowing that the company is environmentally aware and responsible



Regulatory & Statutory

Compliance & reporting - Corporate Governance



Seeking proper advice when necessary, Website- Reporting when due

External Providers & Business



Partners

Common approach, communication, shared values



Annual Report, Website, Social Media - vested interest in our legal compliance



Local Community

Being good neighbors, socially & environmentally acceptable



Community & University partnership - Compliance with "nuisance regulations" e.g. noise and smoke

Who are they?

Are these needs compliance obligations?

Compliance required?

Interested parties

Successful partnerships!

What do they need?

Our guide to successful partnerships

Needs & expectations

Organisational Governance

The 7 Core subjects of social responsibility – practicing accountability and transparency at all levels of our organisation ; using leadership to create an organisational culture which uses core values of social responsibility when making business decisions. The seven core subjects are-



Social Responsibility

Organisational Governance

A system by which an organisation makes and implements decisions in pursuit of its objectives



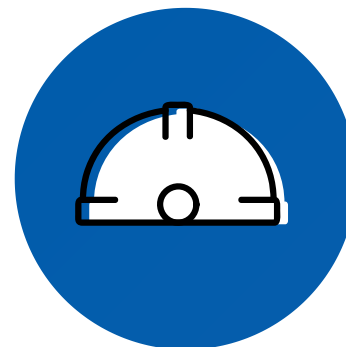
Human Rights

Treating all individuals with respect; making special efforts to help people from vulnerable groups.



Labour Practices

Providing just, safe and healthy conditions for workers; engaging in two-way discussions to address workers' concerns.



Environment

Environment- identifying and improving environmental impacts of your operations, including resource use and waste disposal.



Fair Operating Practices

Respecting the law; practicing accountability and fairness in your dealings with other businesses, including your suppliers.



Consumer Issues

Providing healthy and safe products, giving accurate information, and promoting sustainable consumption.

Community involvement

Getting involved in the betterment of the local communities that your organisation operates in; being a good neighbour.

	Core Subject / Issue	Clause	UBL Implementation
	Organisational Governance	6.2	Governance roadmap 2019-2023
Human Rights	Issue 1: Due diligence	6.3.3	DD Questionnaires
	Issue 2: Human Rights & risk situations	6.3.4	Company handbook & training
	Issue 3: Avoidance of complicity	6.3.5	DDQ & background checks
	Issue 4: Resolving grievances	6.3.6	Company handbook & training
	Issue 5: Discrimination & vulnerable groups	6.3.7	Company handbook & training
	Issue 6: Civil and political rights	6.3.8	Company handbook & training
	Issue 7: Economic, social and cultural rights	6.3.9	Company handbook & training
	Issue 8: Fundamental principles and rights at work	6.3.10	Company handbook & training
Labour practices	Issue 1: Employment and employment relationships	6.4.3	Industrial Relation Policy Statement
	Issue 2: Conditions of work and social protection	6.4.4	ISO45001
	Issue 3: Social dialogue	6.4.5	Corporate Social Responsibility
	Issue 4: Health and safety at work	6.4.6	ISO45001
	Issue 5: Human development and training in the workplace	6.4.7	Training reviews
The Environment	Issue 1: Prevention of pollution	6.5.3	Environmental policy
	Issue 2: Sustainable resource use	6.5.4	Sustainable Procurement
	Issue 3: Climate change mitigation and adaptation	6.5.5	Carbon negative company
	Issue 4: Protect the environment, biodiversity & natural habitats	6.5.6	Supported projects

	Core Subject / Issue	Clause	UBL Implementation
Fair operating practices	Issue 1: Anti-corruption	6.6.3	Anti Bribery & Corruption Policy
	Issue 2: Responsible political involvement	6.6.4	Ethical Conduct policy
	Issue 3: Fair competition	6.6.5	Ethical Conduct policy
	Issue 4: Promoting social responsibility in the value chain	6.6.6	Corporate Social Responsibility
	Issue 5: Respect for property rights	6.6.7	Company handbook
Consumer Issues	Issue 1: Fair marketing, factual & unbiased & fair contractual practices	6.7.3	Ethical Conduct policy
	Issue 2: Protecting consumers' health and safety	6.7.4	ISO45001
	Issue 3: Sustainable consumption	6.7.5	Carbon negative company
	Issue 4: Consumer service, support, and complaint and dispute resolution	6.7.6	ISO9001
	Issue 5: Consumer data protection and privacy	6.7.7	Cyber essentials
	Issue 6: Access to essential services	6.7.8	ISO9001
	Issue 7: Education and awareness	6.7.9	Fact sheets/dossier
Community involvement & development	Issue 1: Community involvement	6.8.3	University partnerships
	Issue 2: Education and culture	6.8.4	Apprenticeship programs
	Issue 3: Employment creation and skills development	6.8.5	Apprenticeship programs
	Issue 4: Technology development and access	6.8.6	University partnerships
	Issue 5: Wealth and income creation	6.8.7	Local employment
	Issue 6: Health	6.8.8	ISO45001
	Issue 7: Social investment	6.8.9	Supported projects

Carbon Negative

Since 2020, we've maintained a carbon-negative status thanks to a meticulous five-step plan - define, measure, target, reduce and communicate.

To date, we have successfully mitigated 625 tonnes of CO₂e through our contributions to impactful initiatives such as clean drinking water projects, methane capture, solar and wind power ventures, and efforts to curtail deforestation.

These commendable projects not only align with our commitment to sustainability but also serve as tangible demonstrations of our dedication, garnering recognition from our valued customers and stakeholders.



Tree Planting Project, UK.

Trees are essential for maintaining our climate and biodiversity. They improve air quality, conserve water, protect soil, and support wildlife habitats. Through photosynthesis, trees absorb carbon dioxide and release the oxygen we breathe.

By supporting international tree planting projects, we help reduce environmental impact while creating long-term carbon storage and protecting ecosystems for future generations.



Tree Planting Project, UK.

For every tree pledged, a native sapling is planted in a UK school or biodiversity site. Every UK tree is matched with 1 tonne of verified carbon avoidance or removal through VCS and Gold Standard programmes.

Our initiatives support Net Zero goals, restore biodiversity, and create lasting benefits for local communities.

