

ESG Statement

In 2020 we completed a management buy out and the Directors became the major shareholders of the company. Previously the Major Shareholder Hugh Callacher's request was for GV to be involved in his charity 'the Missing Kind' however due to the buy out we were able to review and look at the companies strategies including our environmental, social and governance strategies.

The decision was made to support CRASH, a recognised charity in the construction industry, CRASH was chosen as not only can we support projects with our rooflights but we could also share our expertise. The work CRASH does really resonates with the board as well, as they create opportunities for those needing help.

As well as our involvement with CRASH GV employees are raising money by running the London marathon in 2022 for WWF, Papworth House Trust and Leukaemia Care.

We have always been proud of the environmental sustainability of our rooflights, using highly recyclable materials in glass and aluminium. We are aware of our corporate responsibilities to make sure our processes are the most environmentally friendly as possible, hence we are a ISO14001 certificated company. We are the only rooflight manufacture that has an in house chromate free paint processing plant which was installed in 2011.

Recent environmental actions:

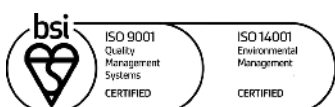
- Replaced all our lighting with low energy LED lights Installed PIR lighting in irregular used areas such as toilets
- Promoting salary sacrifice for employee electrical car scheme
- Promoting bike to work scheme
- Monitoring employee business vehicle mileage
- Investigating reuse of our powder coating pre-treatment water
- Full plastic audit and replacement where possible

Commitment to youth

One of our main passions is development of young people, each year we offer work experience opportunities and also take on apprentices. We have undertaken apprenticeships all over the business from Engineering, design, IT, welding, and marketing.

We are also involved with the University Technical College Norwich (UTCN) undertaking experience interviews and setting student projects.

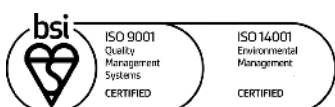
Our Managing Director Jon Shooter is committed to changing Work Experience for young adults his pledge "its been 30 years since I left school and Work Experience is still the same, sometimes irrelevant for the student or not properly planned. We need to change the system so that young adults are getting the experience most appropriate for them and wherever possible they are following their passions"



Governance

We are committed to paying the recommended living wage rather than the minimum wage, we also offer a bonus scheme and perks to all our staff. Employees are the life blood of the company and we want all our employees to feel valued. We have regular meetings and an end of the year awards presentations.

We pride ourselves on our quality performance being an ISO9001 certified company. We are always looking at opportunities for improvement.



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