

About this Policy

At Killis we are proud of our roots as a family owned and run business. Established in Sheffield in 1964, we continue the legacy of our late founder Mr TL Killi, a Hungarian refugee who sought sanctuary in England to build a better life for himself and his family.

Growing from strength to strength, we hold on to our family values whilst also having business focus and great ambitions. We are professional, responsible and supportive. We look after our colleagues, our community, the environment and we set our position clear on standards for ethical trading.

This is our first ever Corporate Social Responsibility Policy, and is a declaration of our values and obligations as a business, a family, a supplier and a member of our community. It is our conscience and our guiding beliefs. Embracing these principles makes sure we are also creating social value, as they become engrained in our customs and practices.

We have set out the policy into four key policy themes;

1. Our people
2. Our community
3. The Environment
4. Ethical Trading

Communicating the Policy

We will communicate this policy widely to our colleagues, partners, customers and suppliers. We will promote it through our social media channels, web pages and like all of the company's policies and procedures it is fully accessible at all times to colleagues on our HR



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Portal. We will continue to review this policy and encourage views and comments in our aim to continuously improve.

Responsibility for this policy

Our Managing Director Tibor Killi is responsible for this policy. Day to day management and review of the policy is with the Human Resources Manager.

Related Policies

The Company has the following related policies which provide more detail and strengthen the themes of this Corporate Social Responsibility policy. They are available upon request including;

Net Zero Plan and Department Action Plans

Sustainability Statement

Whistleblowing Policy

Equalities Policy

Full range of Staff Policies and procedures

1. Our people

Policy principle

Our people are our success. They are enthusiastic and respectful, knowledgeable and passionate about delighting customers and colleagues alike. Our robust and inclusive recruitment and selection practices welcome a diverse range of people into the Killis family, and our support and ongoing development ensures we retain the fantastic people we need to achieve our ambitions.

We embrace the principles of an Employee Value Proposition, and already have extensive practices in place;

Employee Benefits

- Medicash Scheme – company paid including up to 4 children.
- Employee Assistance Programme with Mental Health support and counselling
- GP App 24/7 including electronic prescriptions
- Health and Wellbeing assistance
- Additional annual leave – fully accessible on company portal for transparency
- Company sick pay
- Paid bereavement leave
- Death in Service Benefit

Environment and Culture

- Family values – informal and friendly
- Guaranteed job interviews for friends and family – no application required
- Company social events – Summer party and Christmas party as well as other informal outings
- Perks at Work
- Open plan and friendly offices
- Children and pets always welcome
- Colleague canteen and rest areas
- Lunch club

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- Flexible working hours to encourage work life balance and family friendly working
- Staff Newsletter, news, achievements and stories about our Killis colleagues

Training and Career Support

- Individual Development Plans
- Wide range of training methods; e-learning system, shadowing programmes, learn at lunches, off site classroom based, invitations to manufacturers to provide on-site product training
- Apprenticeship programme for existing colleagues – Team Leader, Management and Leadership
- ‘Grown our own’ approach - Internal Jobs Board to encourage internal promotion and development opportunities including Management training and promotions to buddies and mentors as well as management positions
- Job Descriptions and up to date contracts

Pay and Reward

- Competitive pay and reward – regular market reviews
- Published Pay Grades – for fairness and transparency, and to encourage progression
- Rates always higher than National Living Wage
- Colleague discounts on products and services
- Bonuses and other incentives
- Long service awards
- Thank you vouchers for colleagues who help others to be safe; Fire Marshalls, First Aiders

Coming soon...

Throughout 2025, we will continue to provide an excellent environment for our colleagues, and will focus on developing employee opinion schemes and focus groups with a direct line into the Senior Management team, to ensure our colleagues have a strong voice and feel integral to our success.



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We will also continue to review pay and rewards to ensure colleagues at every level are supported in financial inclusion, including paid access to Credit Union schemes.

2. Our Community

Policy principle

Like all families, our community is important to us. It is where our colleagues live, it is where our young apprentices study, and where residents come to us for support in times of need.

Our founder Mr TL Killi was always a strong advocate for his community; sponsoring local amateur football teams, being a school governor and a proud leader amongst business colleagues in the Sheffield Chamber of Commerce.

We continue with his legacy; supporting many work time activities which empower our colleagues to be involved in our local community. Here are just some examples of our commitment to our local community;

Community litter picks – colleagues and other local businesses joining together, taking pride in our local estate

Macmillan Coffee Day – all staff get involved; baking, cooking, buying and eating

Bookshelf corner – buying greetings cards, exchanging books and jigsaws for a donation to our local Pet Samaritans charity and Rotherham hospice.

Snowflake appeal – donating for equipment and improvements for the Sheffield Children’s Hospital

Catcliffe Flood – we were shocked when houses in our local village were again flooded in 2023, reaching the national news it left many people homeless or with homes in a devastating condition. We knew we could help by donating supplies for the clean up operation.

Work Experience – we have a proud partnership with the UTC training college in Sheffield which provides excellent educational training. We have had students on weekly work experience to give them a taste of the work environment and also learned a lot from them about modern working practices!



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Family work experience – we encourage all colleagues to bring their children to us for their senior school work experience. Working in partnership with the school, we provide a programme of experience in different environments, and a certificate of completion.

Coming soon...

Throughout 2025, we will continue to support local and national organisations in our community, and will expand our partnership with the UTC training college in Sheffield to fully support Engineering Apprentices with paid employment and support to continue in education. These are our next generation of the Killis family. They are essential for us to grow and learn.

Also, proudly continuing Mr Killi's legacy, we will be sponsoring the Woodhouse Phoenix under 11s football club for the 2025/26 season, providing them with much needed kit and equipment.

3. The Environment

Policy Principle

Our reputation goes before us. We are a company that thrives on promoting products and equipment which have a low impact on the environment, and assists our customers to achieve their own sustainability vision.

We are actively improving our environmental sustainability through achievable strategies that align with our Net Zero Action Plan. As a company, we are taking steps to support and promote this by:

- Working alongside suppliers who also focus on environmental sustainability, we actively promote these brands through online platforms and as part of our product offering.
- Providing and promoting accessible articles on our blog, which equips the public with information on improving sustainability through cleaning practices.
- Refurbishing ex-demonstration machines and promoting them for sale reduces our waste and encourages end-users to buy second-hand rather than new.

Our Environmental Statement

1. Background

1.1. Killis Limited consider care for the environment to be essential both in terms of our duty to society and to ensure the continuity of our business. We are committed to protecting the environment by minimising the impact of our operations and our products through the adoption of sustainable practices and through continuous improvement in environmental performance and control.

1.2. We have always been concerned about the impact our company has on the environment and as such we aim to create a better environment through the regular monitoring of our products and services.

1.3. We have boosted our commitment to the Environment by producing our first Net Zero Plan, which should be read in conjunction with this Policy.

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1.4. Because the environmental responsibilities are so important to the Company, we aim to continuously develop and update our environmental policy, and continually seek to improve our environmental performance.

2. Our Commitments

2.1. With this in mind we are committed to:

2.1.1. Controlling, and, where possible, reducing the environmental impact of the company's operations via the products we produce. This includes but is not limited to our products power consumption, packing, material makeup and embedded carbon.

2.1.2. Identifying the activities of the company which have the greatest environmental impact and targeting the available resources at these activities. Aspects we will consider include our usage of energy, vehicles and any materials in the day to day line of business.

2.1.3. Controlling, and where possible, reducing the amount of waste, and in particular finding re-use/recycling opportunities for these materials. We will aim to separate and classify any waste we produce and to reduce the quantity of printed and other materials we ship to our customers to aid in their waste reduction efforts.

2.1.4. Meeting fully all legislative requirements applicable to the Company regarding the environment. We track any changes to the legislation that affects us so we can respond rapidly to any new requirements. We are also members of compliance schemes where necessary to help us meet these requirements.

2.1.5. Assessing suppliers and contractors, and where possible, using those who can demonstrate good environmental management. As part of this process we also look to consolidate orders where possible to reduce shipping and sourcing components closer to home.

2.1.6. Providing information and training to our employees so that they can participate fully in the environmental objectives of the company and recognise the environmental effects of their activities.

3. Putting our Policy into practice

3.1. We put our environmental policy into practice as follows:

- a) Compliance with legislation and other agreements such as covenants is achieved through effective environmental management systems, for example ISO14001 or equivalent, within each business unit, any temporary, inadvertent, non-compliance is corrected as soon as possible. Where adequate regulations do not exist, we adopt and apply internal standards that reflect our commitment to the environment.
- b) Concern for the environment is integral to our organisation. We believe that protection of the environment is the responsibility of everybody and expect all employees, contractors and visitors to behave in an environmentally responsible manner. Appropriate and effective education and training on environmental matters is provided at all levels within the organisation.
- c) Our aim is to continuously improve the environmental performance of our processes and products, within the constraints of our financial position. This includes reducing emissions to air and water, minimising solid waste arisings and controlling noise to acceptable levels. Performance is monitored and targets are set where appropriate. We take into account the expectations of the public, modern management practices and the latest scientific knowledge and technology. Due consideration is given to local wildlife habitats and to the visual appearance of our sites.
- d) We communicate widely, internally and externally about environmental issues and also respond to any concerns which may arise. This includes our employees, local communities, local authorities, non-governmental organisations, financial institutions, schools, colleges and other educational establishments, industry groups at national and international level and shareholders.
- e) We aim to ensure that environmental legislation and agreements achieve their objectives in the most cost-effective manner. We therefore support governments and regulatory authorities by providing expertise and assistance in the development of legislation where appropriate.

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- f) To assess progress on improving environmental performance and in meeting policy objectives, internal company audits, led by a central audit manager are carried out as necessary. These audits are an effective means of transferring best practices and knowledge between different business units and sites.
- g) Through supply chain management including auditing where appropriate, we encourage suppliers and contractors to behave in a responsible manner and to maintain sound environmental practices.
- h) Where future planning and investments are concerned, we endeavour to adopt processes which are not only economic but also have a minimum impact on the environment. All newly installed plant and equipment will be capable of meeting, as a minimum, the applicable up-to-date national and international standards.

Achieving Net Zero

Climate change is increasingly high on everyone’s agenda. It is recognised by Governments and individuals alike, that we must place environmental sustainability at the heart of our decision-making.

We recognise that as a business we must balance the amount of greenhouse gases we produce, with the amount we remove from the atmosphere. When balanced out, this becomes a net zero situation.

Our vision is to become the most trusted supplier of exceptional cleaning products, equipment and services in the UK. To achieve this, we want to continue working with our existing customer base – as well as attracting new, larger customers. We know that this commitment to becoming net zero will demonstrate our leadership in strategic issues as well as our focus on providing great products and services.

Killis have committed to a plan, adopting a range of initiatives to achieve a net zero position by 2029. As a small to medium sized business, we will utilise our own resources as well as consultants to assist us achieve this aim.

The plan will identify our existing position and challenges as well as four themes to be tackled to achieve our aims.

A. Waste and Recycling



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B. Switch to Electric and hybrid vehicles

C. Energy efficiency and source

D. Offsetting

The full Net Zero Plan (available on request) is linked with our existing Environmental Policy Statement, document ref P-KIL-004, as well as our Sustainability Policy document ref P-KIL - 009

Coming soon

Throughout 2025, we will roll out the department actions in our Net Zero Plan, ensuring we reach a position where we can measure our company's Carbon footprint. This puts us in the favourable position of assessing how we can reduce that impact as well as offsetting where possible.

4. Ethical Trading

Policy principle

It goes against our family values and morals to support any form of exploitation, slavery, physical or verbal harassment, child and/or forced labour or intimidation of any kind.

As an ethical business we will clearly set out our expectations of suppliers and manufacturers, and take all practical steps to ensure these standards are maintained.

Our Modern Slavery Statement 2024/25

1. Background

- 1.1. Killis are committed to ensuring that its staff and any workers it supplies (directly or indirectly) are not subject to behaviour or threats that may amount to modern slavery, human trafficking, forced labour, and or similar human rights abuses.
- 1.2. We are also committed to ensuring our approach to tackling modern slavery in our own business and throughout our supply chains is consistent with our disclosure obligations under the Modern Slavery Act 2015. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.
- 1.3. This statement sets out our actions to understand all potential modern slavery risks related to the business and to ensure steps are maintained to prevent both slavery and human trafficking.

2. Our Business

- 2.1. Killis is a cleaning equipment and janitorial supply company, coupled with equipment servicing to a wide range of national providers and small businesses throughout the UK and Parts of Europe.

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3.2. Our Servicing department provides a technical support service to end users and National FM companies

3.3. Our Warehousing and distribution function receives and dispatches good to our clients, performing stock holding and logistical services.

3.4. Our Administrative support function processes orders and provides customer service in addition to accounting and finance.

4. Our Policies

4.1. Along with our, Ethical trading policy Anti-Bribery and Whistle-blowing policies reflect our commitment to acting ethically and with integrity in all our business relationships.

5. Our Processes for Managing Risk

5.1. In order to assess the risk of modern slavery, we use the following processes:

5.1.1. Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains

5.1.2. Review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.

5.1.3. Protect whistle blowers.

5.2. After due consideration, we have not identified any significant risks of modern slavery, forced labour, or human trafficking in our supply chain. However, we continue to be alert to the potential for problems.

6. Training

6.1. To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, our Modern Slavery Policy along with all other company policies is openly accessible to all staff on our HR Portal.

6.2. We provide training to all members of staff and this has been incorporated into our induction programme.

7. Our Commitment

7.1. This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Killis slavery and human trafficking statement for the financial year ending 31 September 2025. It has been approved by the Senior Management Team who will review and update it annually.

Our Ethical Trading Policy

1. Background

1.1. Killis is committed to ensuring the highest standard of ethical trading are met within its supply chain. We do this by sourcing products and services in a responsible manner, engaging with suppliers to improve their working practices and providing clear buying processes to ensure that these high standards are maintained.

2. People responsible for the policy

2.1. The Senior Management Team has overall responsibility for this policy, and for reviewing the effectiveness of actions taken in response to concerns raised under this policy. The Purchasing and Quality Manager is responsible for the day to day management and review of this policy.

2.2. We encourage all staff to remain aware of this policy and raise any concerns to the Senior Management Team. We also encourage suggestions as to how we can improve our working practices in this area.

3. Supplier Requirements

3.1. Killis will not knowingly conduct business with suppliers who do not comply with the following conditions. These conditions apply equally to indirect and direct suppliers and their supply chains.

3.2. Suppliers must not;

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- 3.2.1. use any form of slave, compulsory, coerced, forced or involuntary labour
- 3.2.2. arrange or facilitate the travel of workers with a view to exploiting them
- 3.2.3. obtain goods or services from countries, companies, or persons subject to UK/EU sanctions lists.
- 3.2.4. require workers to lodge deposits or leave their identity papers with their employer
- 3.2.5. employ workers under the minimum legal working age of the country in question.

- 3.3. Suppliers must pay adequate wages sufficient to meet basic needs and provide some discretionary income. For the avoidance of doubt, this should at least conform to the national statutory minimum wage, legal standards, or industry benchmark standards.

- 3.4. Workers must be provided with written and understandable information about their employment conditions.

- 3.5. Suppliers must ensure that there is no discrimination in hiring, compensation, access to training, promotion, termination, or retirement based on race, caste, national origin, religion, age, gender, disability, marital status, sexual orientation, union membership or political affiliation.

- 3.6. Only workers with a legal right to work should be employed by the supplier.

- 3.7. Suppliers must maintain accurate employment records including calculation of pay and hours worked and must co-operate with any request for inspection of the same.

- 3.8. Workers must not be subject to verbal, sexual or physical abuse or intimidation, or any inhumane practices.

- 3.9. Workers must not be required to work extreme hours or be deprived of adequate rest periods.

4. Premises and working environment

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- 4.1. The working premises of suppliers must be safe and hygienic, in accordance with the prevailing knowledge of the industry and any specific hazards. Adequate steps must be taken to prevent accidents or injury to health in the working environment.
- 4.2. Suppliers are responsible for the provision of personal protective equipment if applicable and must ensure that workers are properly trained in the use of this equipment.
- 4.3. Workers' life or health must not be endangered due to the inappropriate use of dangerous machinery, unsafe building structure or layout or hazardous chemicals.
- 4.4. Living accommodation, if provided, must be clean and safe and meet the needs of the worker.

5. General requirements

- 5.1. Suppliers must not engage in bribery, corruption or falsify documents or records or any similar unethical practices in order to gain competitive advantage.
- 5.2. Suppliers must comply with all applicable laws, statutes, regulations, and codes, including but not limited to anti-bribery, anti- corruption, anti-money laundering, slavery, and human trafficking ("Compliance Requirements"), and not do, or omit to do, any act that will cause or lead any customer to be in breach of any of the Compliance Requirements.
- 5.3. Suppliers must manage the environmental impacts of their own business and of their products and services. They must ensure that they meet the environmental specifications we set for specific goods and services, as set out in tender.
- 5.4. Suppliers must provide us with relevant information as required, to allow us to assess the environmental performance of their business and the goods and services to be provided, as well as evidence of compliance with any applicable environmental

legislation and regulations as part of our ongoing due diligence obligations.

Coming soon...

We will strengthen the monitoring of suppliers through evaluation surveys and reviews. We will distribute our Ethical Trading Policy to all supplier and ensure they are committed to its principles, keeping a secure record on our systems for audit and review.

More about our Environmental Sustainability commitment

Blogs:

[Environmental Impact in the Cleaning Industry](#)

[Moving to Sustainable with High Green Development Trust](#)

[Sustainability, What Does This Mean for the Cleaning Industry](#)

Online promotions:

[Ex-Demo Machines - R3 Scrubs](#)

[Tersano iClean Flo3](#)

[i-team i-mops](#)

[Water Saving Week](#)

[Greenspeed Probiotics](#)

[Tersano iClean Mini](#)

[Earth Day](#)

Catalogue:

Environmentally sustainable brands are highlighted through our 'Killis Clean Kind' mark.