

S172 Statement

Duty to promote the success of the company

The directors consider the successful running of the company in terms of achieving its long-term strategy which centres on building a resilient company that is great to work for and known for the quality of our products. The ongoing success of the company centres around positive and effective dealings with all the stakeholders of the company and the directors were mindful of the long term consequences of key commercial decisions made during the year, and determined that these were in the interests of the company's owner, employees, agency staff, contractors, customers, installers, suppliers, local universities and other stakeholders, as they were all aligned with the company's strategy.

The principal decisions made in the year were:

- To make significant investment in the refurbishment of our headquarters, Paxton House
- To implement initiatives identified by a cross section of our staff through their work in the Green Team to help reduce our environmental impact
- To apply for the Sunday Times top 100 companies to work for the third year in a row
- To prepare for the UK leaving the European Union from both a supplier and customer perspective

As set out in the directors' report, the company takes employee involvement very seriously and we ensure we engage with our staff at all levels on a wide range of matters. The company also regularly engages with its distributors, installers, and suppliers to maintain these important relationships.

The directors confirm that throughout the year they have acted in the way they consider, in good faith, to be most likely to promote the continued success of the company for the benefit of its members as a whole.