

# INFORMATION PACK



# INFORMATION PACK

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Established in 1983, ETI is a privately owned, limited company, manufacturing seventy-five percent of the products it currently sells and distributes. A dominant supplier of digital thermometers and sensors, to both industrial and catering sectors, ETI has developed a reputation throughout Europe and the World, as a leading manufacturer and supplier of quality and value for money instruments for a wide range of applications.

The business is supported by a full after-sales repairs & maintenance service, with calibration and conformity certification facilities. Appropriate Insurances are in place. (Employers/Public & Product liability)

**Company Registration No. 1746462** **Web:** [etiltd.com](http://etiltd.com) **email:** [sales@etiltd.com](mailto:sales@etiltd.com)

#### FINANCE

**Bankers:** NatWest. **VAT Reg. No. 397 5525 04**

**Turnover:** 2013 - £9.61M; 2014 – £10.6M; 2015 - £11.7M; 2016 - £13.1M; 2017 – £13.6M; 2018 – £14.8M; 2019 - £17.2M 2020 – 19M; 2021 - £22.3M; 2022 - £18.6M

**Staff Levels:** At the present time ETI employs approximately 210 personnel.

<b>Managing Director</b>	Jason Webb	<b>Purchasing Manager</b>	Richard Cheeseman
<b>Chairman</b>	Peter Webb	<b>Research &amp; Development Manager</b>	Alex Blows
<b>HR Manager</b>	Jaci Baker	<b>Warehouse Manager</b>	Zane Coates
<b>Sales Office Supervisor</b>	Matthew Gain	<b>Production Manager – Instruments</b>	Kevin Hunt
<b>Sales Manager</b>	Tim Strutt	<b>Production Manager - Sensors</b>	Simon Dugdale
<b>South East Area Manager</b>	David Northmore	<b>After Sales Supervisor</b>	Tony Bulled
<b>Sth West &amp; Midlands, Wales Area Mgr</b>	Dean Herring	<b>UKAS Laboratory Manager</b>	Greg Hills
<b>Scotland, North Ireland &amp; North Area Mgr</b>	Jim Barr	<b>IT Manager</b>	Nick Dumbleton
<b>Marketing Manager</b>	Luisa Coates	<b>HSE Officer</b>	Daniel Dawkins
<b>Quality Manager</b>	Andrew Reid	<b>Financial Controller</b>	Philip Downs
		<b>Accounts Office Supervisor</b>	Debbie Greeney

**Quality Assurance** - Reflecting our commitment to Quality, ETI is registered to BS EN ISO 9001. ASSESSMENT BODY:- BSI Quality Assurance, a UKAS Certified Body. Certificate copy attached. Certified Scope - The Design, Manufacture, Calibration, Repair, and Supply of Electronic Measuring Equipment. CERTIFICATE No - FM 38039 APPROVAL DATE - 13th October 1997

All applicable ETI Instruments are suitable for use with food and comply with EU Regulation (EU) No 10/2011 on plastic materials and articles intended to come into contact with food, they also comply with the UKCA, EC, RoHS & REACH Directives.

**UKAS Laboratory - Temperature and Humidity** - ETI maintains UKAS Accreditation for our in-house UKAS Calibration Laboratories. Laboratory No 0601 to BS EN ISO/IEC 17025. A copy of our Schedule is attached and is available on request from our Sales Team, or visit [etiltd.com](http://etiltd.com) – Calibration, for a copy of our latest Schedule.

**Environmental Management** - Whilst not formally accredited, ETI is committed to sound practice in line with the principles of BS EN ISO 14001 and has been inspected and advised by both independent and Government sponsored environmental consultants. Policy attached.

ETI Ltd is Registered with ERP WEEE & Battery Compliance schemes;

Reg: WEE/DE0052TQ; BPRN00340. The certificates for which can be viewed in this pack.

We are pleased to receive any of our products or batteries that we supply for recycling in accordance with the WEE directive and our Battery producer compliance scheme.



**Andy Reid**  
Quality Manager  
January 2024

**Responsible For Q.A - Andy Reid** Quality Manager.

Email: [andrew.reid@etiltd.co.uk](mailto:andrew.reid@etiltd.co.uk)

**Quality Auditors** - Daniel Dawkins & Daisy Lovett



## LIABILITY INSURANCE CERTIFICATE

**Insured:** **Electronic Temperature Instruments Ltd**  
**Business:** Design, Manufacture, Certification, Supply and Repair of Electronic  
Temperature and Humidity Instrumentation

**Employers Liability**      **Policy No:** **APP68264COM & 0032034786**  
Insurers: Arch Insurance (UK) Limited & AIG UK Ltd  
Indemnity Limit: £15,000,000 any one occurrence  
Effective Date: 18 June 2023  
Expiry Date: 17 June 2024  
Indemnity to Principals: Included

**Public and Products Liability**      **Policy No:** **APP68264COM& 0032034786**  
Insurers: Arch Insurance (UK) Limited & AIG UK Ltd  
Indemnity Limit: £10,000,000 any one occurrence & in the aggregate in  
respect of Products Liability  
Effective Date: 18 June 2023  
Expiry Date: 17 June 2024  
Indemnity to Principals: Included

This certificate is provided on behalf of our client as a matter of information only and confers no rights on the holder. Our duties in relation to this insurance are to our client and we accept no duty of care or responsibility to you or any other third party and any liability to you or any third party is excluded. The certificate does not amend, extend or alter the coverage afforded by the policies, nor does it purport to set out all of the policies' terms, conditions and exclusions. The policy terms, conditions, limits and exclusions may alter after the date of this document or the insurance may terminate or be cancelled, and the limits shown may be reduced by paid claims. We have no obligation to advise you of any changes which may be made to the policies or to advise you of their cancellation or termination.

If further information is required, please feel free to contact the account handler shown below.

Account Handler: Lorelei Bentley Cert CII

Date: 28 July 2023

Further to your recent request, we can confirm our bank details are as follows:

**NatWest**

27, South Street

Worthing

West Sussex

BN11 3AR

**Sort code: 60-03-38**

**Account number: 70578109**

Should you have any further queries, please do not hesitate to contact us.

Best Regards

Accounts Department

[accounts@etiltd.com](mailto:accounts@etiltd.com)

Electronic Temperature Instruments Ltd

[etiltd.com](http://etiltd.com)



Registered Office: Easting Close, Worthing, West Sussex BN14 8HQ Registered in England No 1746462

Easting Close  
Worthing  
West Sussex  
BN14 8HQ

**T** +44 (0)1903 202151  
**E** [sales@etiltd.com](mailto:sales@etiltd.com)  
**W** [etiltd.com](http://etiltd.com)

## QUALITY POLICY

At Electronic Temperature Instruments Ltd, we have developed and installed a documented Management System, which endeavours to ensure that all of our Products and Services will consistently meet the expectations and requirements of our Customers.

ETI Ltd is certificated to BS EN ISO 9001:2015, through BSI Assurance UK Ltd, and strives to provide:

- An effective management system
- Continuous improvement of all aspects of the business
- Regular communication with customers to aid and ensure customer satisfaction
- Compliance with all regulatory and statutory requirements
- Mutual co-operation with suppliers to receive the most effective service
- Communication of business & management system objectives to employees
- Training of employees to ensure competency
- Review of performance of goals and objectives
- Promotion of teamwork, ownership and staff involvement
- Stability & security for all interested parties
- Regular reviews of the Management System and of this Quality Policy

**Andrew Reid**  
Quality Manager

**Jason Webb**  
Managing Director

January 2024



Registered Office: Easting Close, Worthing, West Sussex BN14 8HQ Registered in England No 1746462

Easting Close  
Worthing  
West Sussex  
BN14 8HQ

**T** +44 (0)1903 202151  
**E** [sales@etiltd.com](mailto:sales@etiltd.com)  
**W** [etiltd.com](http://etiltd.com)

# Certificate of Registration

## QUALITY MANAGEMENT SYSTEM - ISO 9001:2015

This is to certify that:

Electronic Temperature Instruments Ltd  
Easting Close  
Worthing  
BN14 8HQ  
United Kingdom

Holds Certificate Number:

FM 38039

and operates a Quality Management System which complies with the requirements of ISO 9001:2015 for the following scope:

**The design, manufacture, the quality management system for calibration, repair and supply of ETI electronic measuring equipment. Sales of factored product.**



For and on behalf of BSI:

Matt Page, Managing Director Assurance - UK & Ireland

Original Registration Date: 1997-10-13

Latest Revision Date: 2023-09-01

Effective Date: 2023-10-20

Expiry Date: 2026-10-19

Page: 1 of 2



...making excellence a habit.™

This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract.  
An electronic certificate can be authenticated [online](https://www.bsigroup.com/ClientDirectory).  
Printed copies can be validated at [www.bsigroup.com/ClientDirectory](https://www.bsigroup.com/ClientDirectory)

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000  
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.  
A Member of the BSI Group of Companies.

Certificate No: FM 38039

Location	Registered Activities
Electronic Temperature Instruments Ltd Easting Close Worthing BN14 8HQ United Kingdom	The design, manufacture, the quality management system for calibration, repair and supply of ETI electronic measuring equipment. Sales of factored product.
Electronic Temperature Instruments Ltd Unit S Dominion Way Worthing BN14 8NW United Kingdom	The design, manufacture, the quality management system for calibration, repair and supply of ETI electronic measuring equipment. Sales of factored product.



Original Registration Date: 1997-10-13  
Latest Revision Date: 2023-09-01

Effective Date: 2023-10-20  
Expiry Date: 2026-10-19

This certificate was issued electronically and remains the property of BSI and is bound by the conditions of contract.  
An electronic certificate can be authenticated [online](#).  
Printed copies can be validated at [www.bsigroup.com/ClientDirectory](http://www.bsigroup.com/ClientDirectory)

Information and Contact: BSI, Kitemark Court, Davy Avenue, Knowlhill, Milton Keynes MK5 8PP. Tel: + 44 345 080 9000  
BSI Assurance UK Limited, registered in England under number 7805321 at 389 Chiswick High Road, London W4 4AL, UK.  
A Member of the BSI Group of Companies.



# Certificate of Accreditation



## Electronic Temperature Instruments Limited

Calibration Laboratory No. 0601

**Is accredited in accordance with International Standard ISO/IEC 17025:2017  
– General Requirements for the competence of testing and calibration  
laboratories.**

This accreditation demonstrates technical competence for a defined scope specified in the schedule to this certificate, and the operation of a management system (refer joint ISO-ILAC-IAF Communiqué dated April 2017). The schedule to this certificate is an essential accreditation document and from time to time may be revised and reissued.

The most recent issue of the schedule of accreditation, which bears the same accreditation number as this certificate, is available from [www.ukas.com](http://www.ukas.com).

This accreditation is subject to continuing conformity with United Kingdom Accreditation Service requirements.

A handwritten signature in black ink, appearing to read "M Gantley", is written over a horizontal line.

**Matt Gantley**, *Chief Executive Officer*  
United Kingdom Accreditation Service

Initial Accreditation: 2 November 1998  
Certificate Issued: 25 January 2021




Scan QR Code to  
verify

# Schedule of Accreditation

issued by

## United Kingdom Accreditation Service

2 Pine Trees, Chertsey Lane, Staines-upon-Thames, TW18 3HR, UK

	<b>Electronic Temperature Instruments Limited</b>	
<b>Accredited to ISO/IEC 17025:2017</b>	<b>Issue No: 032      Issue date: 24 August 2023</b>	
<b>0601</b>	<b>ETI Ltd Unit 1 Teville Industrials Worthing West Sussex BN14 8NW</b>	<b>Contact: Mr G Hills Tel: +44 (0)1903 202151 Fax: +44 (0)1903 202445 E-Mail: sales@etiltd.co.uk Website: www.etiltd.co.uk</b>
<b>Calibration performed at the above address only</b>		

### Calibration and Measurement Capability (CMC)

Measured Quantity Instrument or Gauge	Range	Expanded Measurement Uncertainty ( $k = 2$ )	Remarks
TEMPERATURE			Calibration by comparison with reference Platinum Resistance Thermometers in a stirred liquid bath above -80 °C and in a dry block below -80 °C For probe length of greater than 120 mm, shorter probes will have an increased uncertainty
Platinum Resistance Thermometers	-100 °C to -80 °C	0.14 °C to 0.28 °C 0.16 °C to 0.29 °C 0.20 °C to 0.32 °C	4 Wire Configuration 3 Wire Configuration 2 Wire Configuration
	-80 °C to +250 °C	0.07 °C 0.10 °C 0.19 °C	4 Wire Configuration 3 Wire Configuration 2 Wire Configuration
Thermistor Thermometers	-40 °C to +88 °C +100 °C to +150 °C	0.07 °C 0.06 °C	At fixed temperatures and may differ using manufactures tables
Resistance Sensors with Indicators	-100 °C to -80 °C -80 °C to -38 °C -38 °C to +100 °C +100 °C to +200 °C +200 °C to +250 °C	0.13 °C to 0.26 °C 0.04 °C 0.02 °C 0.04 °C 0.05 °C	
Thermocouple Sensors with Indicators	-100 °C to -80 °C -80 °C to +250 °C	0.17 °C to 0.30 °C 0.13 °C	
Temperature data loggers with integrated sensors	-50 °C to +200 °C	0.05 °C	Comparison by stirred bath liquid immersion. Following manufacturers data sheets for maximum operating temperature.



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ISO/IEC 17025:2017

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2 Pine Trees, Chertsey Lane, Staines-upon-Thames, TW18 3HR, UK

**Electronic Temperature Instruments Limited**

**Issue No: 032    Issue date: 24 August 2023**

Calibration performed at main address only

Measured Quantity Instrument or Gauge	Range	Expanded Measurement Uncertainty ( $k = 2$ )	Remarks
ELECTRICAL			Calibration is performed by the comparison with a reference instrument unless otherwise stated.
DC Resistance Measurement	0 $\Omega$ to 200 $\Omega$ 200 $\Omega$ to 1 k $\Omega$ 1 k $\Omega$ to 10 k $\Omega$ 10 k $\Omega$ to 100 k $\Omega$ 100 k $\Omega$ to 1 M $\Omega$ 1 M $\Omega$ to 10 M $\Omega$	17 m $\Omega$ 44 m $\Omega$ 0.7 $\Omega$ 6.0 $\Omega$ 110 $\Omega$ 3.2 k $\Omega$	Including test caps and resistance simulators, used to calibrate resistance thermometers (thermistor and Pt100)
Sourcing	0 $\Omega$ to 200 $\Omega$ 200 $\Omega$ to 1 k $\Omega$ 1 k $\Omega$ to 10 k $\Omega$ 10 k $\Omega$ to 100 k $\Omega$ 100 k $\Omega$ to 1 M $\Omega$	17 m $\Omega$ 46 m $\Omega$ 0.7 $\Omega$ 6.0 $\Omega$ 120 $\Omega$	
DC Voltage Measurement	0 mV to 200 mV	11 $\mu$ V	
Temperature indicators and simulators, calibration by electrical simulation			
Base metal thermocouple			Including cold junction compensation
Type K	-200 $^{\circ}$ C to -100 $^{\circ}$ C -100 $^{\circ}$ C to -20 $^{\circ}$ C -20 $^{\circ}$ C to +200 $^{\circ}$ C +200 $^{\circ}$ C to +500 $^{\circ}$ C +500 $^{\circ}$ C to +800 $^{\circ}$ C +800 $^{\circ}$ C to +1300 $^{\circ}$ C	0.75 $^{\circ}$ C 0.38 $^{\circ}$ C 0.31 $^{\circ}$ C 0.29 $^{\circ}$ C 0.29 $^{\circ}$ C 0.33 $^{\circ}$ C	
Type J	-200 $^{\circ}$ C to -100 $^{\circ}$ C -100 $^{\circ}$ C to -20 $^{\circ}$ C -20 $^{\circ}$ C to +200 $^{\circ}$ C +200 $^{\circ}$ C to +500 $^{\circ}$ C +500 $^{\circ}$ C to +800 $^{\circ}$ C +800 $^{\circ}$ C to +1300 $^{\circ}$ C	0.51 $^{\circ}$ C 0.28 $^{\circ}$ C 0.23 $^{\circ}$ C 0.21 $^{\circ}$ C 0.21 $^{\circ}$ C 0.20 $^{\circ}$ C	
Type T	-200 $^{\circ}$ C to -100 $^{\circ}$ C -100 $^{\circ}$ C to -20 $^{\circ}$ C -20 $^{\circ}$ C to +200 $^{\circ}$ C +200 $^{\circ}$ C to +400 $^{\circ}$ C	0.67 $^{\circ}$ C 0.38 $^{\circ}$ C 0.29 $^{\circ}$ C 0.20 $^{\circ}$ C	
Type E	-200 $^{\circ}$ C to -100 $^{\circ}$ C -100 $^{\circ}$ C to -20 $^{\circ}$ C -20 $^{\circ}$ C to +200 $^{\circ}$ C +200 $^{\circ}$ C to +500 $^{\circ}$ C +500 $^{\circ}$ C to +800 $^{\circ}$ C +800 $^{\circ}$ C to +1300 $^{\circ}$ C	0.42 $^{\circ}$ C 0.24 $^{\circ}$ C 0.19 $^{\circ}$ C 0.15 $^{\circ}$ C 0.14 $^{\circ}$ C 0.15 $^{\circ}$ C	
Noble metal thermocouple	+500 $^{\circ}$ C to +1700 $^{\circ}$ C	2.0 $^{\circ}$ C	Including cold junction compensation
Resistance thermometer (Pt100)	-200 $^{\circ}$ C to +250 $^{\circ}$ C +250 $^{\circ}$ C to +850 $^{\circ}$ C	0.044 $^{\circ}$ C 0.12 $^{\circ}$ C	
Resistance thermometer (Pt1000)	-200 $^{\circ}$ C to 0 $^{\circ}$ C 0 $^{\circ}$ C to +850 $^{\circ}$ C	0.015 $^{\circ}$ C 0.182 $^{\circ}$ C	



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**Electronic Temperature Instruments Limited**

**Issue No:** 032    **Issue date:** 24 August 2023

Calibration performed at main address only

Measured Quantity Instrument or Gauge	Range	Expanded Measurement Uncertainty ( $k = 2$ )	Remarks
HUMIDITY			Calibration by comparison with reference hygrometer and reference Platinum Resistance Thermometers in an air chamber
Dew point	-20 °C to +60 °C	0.19 °C	
Relative Humidity	0 °C to 10 °C 17 %rh to 90 %rh	1.9 %rh	
	10 °C to 20 °C 10 %rh to 90 %rh	1.3 %rh	
	20 °C to 60 °C 10 %rh to 50 %rh 50 %rh to 90 %rh	0.7 %rh 1.1 %rh	
Temperature in Air	0 °C to 20 °C	0.24 °C	
	20 °C to 25 °C	0.13 °C	
	25 °C to 60 °C	0.24 °C	
END			



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**Appendix - Calibration and Measurement Capabilities**

**Introduction**

The definitive statement of the accreditation status of a calibration laboratory is the Accreditation Certificate and the associated Schedule of Accreditation. This Schedule of Accreditation is a critical document, as it defines the measurement capabilities, ranges and boundaries of the calibration activities for which the organisation holds accreditation.

**Calibration and Measurement Capabilities (CMCs)**

The capabilities provided by accredited calibration laboratories are described by the Calibration and Measurement Capability (CMC), which expresses the lowest measurement uncertainty that can be achieved during a calibration. If a particular device under calibration itself contributes significantly to the uncertainty (for example, if it has limited resolution or exhibits significant non-repeatability) then the uncertainty quoted on a calibration certificate will be increased to account for such factors.

The CMC is normally used to describe the uncertainty that appears in an accredited calibration laboratory's schedule of accreditation and is the uncertainty for which the laboratory has been accredited using the procedure that was the subject of assessment. The measurement uncertainty is calculated according to the procedures given in the GUM and is normally stated as an expanded uncertainty at a coverage probability of 95 %, which usually requires the use of a coverage factor of  $k = 2$ . An accredited laboratory is not permitted to quote an uncertainty that is smaller than the published measurement uncertainty in certificates issued under its accreditation.

**Expression of CMCs - symbols and units**

It should be noted that the percentage symbol (%) represents the number 0.01. In cases where the measurement uncertainty is stated as a percentage, this is to be interpreted as meaning percentage of the measurand. Thus, for example, a measurement uncertainty of 1.5 % means  $1.5 \times 0.01 \times q$ , where  $q$  is the quantity value.

The notation  $Q[a, b]$  stands for the root-sum-square of the terms between brackets:  $Q[a, b] = [a^2 + b^2]^{1/2}$

## CERTIFICATE OF CONFORMITY

### Declaration Of Conformity

We certify that all goods supplied by ETI Ltd are manufactured, tested, inspected and stored, to conform in all respects to the stated specifications and in accordance with the Quality System of ETI Limited, accredited to BS EN ISO 9001, as approved and audited by the British Standards Institution.

We also confirm that where appropriate and used in an appropriate manner, all of ETI's instruments are suitable for use within the Food Industry, and also, where appropriate and required, comply with EEC Directives with regard to EU and CE Marking legislation.

### Including EU/EC Regulations:

- EC No 1935/2004 on Materials and articles intended to come into contact with food.
- EU No 10/2011, on plastic materials and articles intended to come into contact with food.
- EC No 1907/2006, concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) - including subsequent amendments.
- EU No 2015/863 EU, Restriction of Hazardous Substances Directive (RoHS).

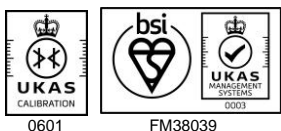
Migration Testing (EU: 10/2011) – Plastics used on ETI-manufactured and supplied products, are not applicable, only the stainless steel probe is intended to come into contact with the food. Or other sensing parts are intended to be placed into a removed solution only.

All ETI supplied instruments are suitable for use within HACCP plans where the quoted specification for critical control points match the performance of the instrument.

Signed, on behalf of Electronic Temperature Instruments Ltd



**Andrew Reid**  
Quality Manager



# HEALTH & SAFETY POLICY

## Section A - General statement of Policy

The Health and Safety at Work Act 1974 states that every firm employing five or more people must, by law, provide a determined policy for their safety and health.

ELECTRONIC TEMPERATURE INSTRUMENTS LIMITED's (ETI) Policy & Objectives are as follows

ETI Ltd's prime objective with regard to safety is:-

### To prevent all Injuries and damage to health and the environment

It is therefore our policy to:-

- Provide the resources, establish and maintain safe and healthy working conditions, practices, safe systems of work and procedures for all our employees, which will enable all work to be undertaken in a safe manner. To ensure a safe working environment in the event of a pandemic or epidemic.
- Provide such information, supervision & training for all employees in the responsibilities to themselves and others and ensure that they are aware of the above safe working procedures.
- Accept our responsibility for the health and safety of other people who may be affected by our activities
- Advise customers and suppliers of our commitment to safety and encourage them to adopt similar standards, including restricted access to our premises in the event of a pandemic or epidemic.
- Encourage communication in all aspects of safety, by regular Safety Committee Meetings, a Safety Audit Program, and analysis/feedback to employees on all incidents and accidents.
- Monitor performance.
- Ensure that all activities are environmentally responsible.

ETI is committed to minimising the risk of damage, ill health and injury to employees, customers and visitors. This will be achieved by:

- Regularly examining our operation,
- Ensuring all necessary systems are in place,
- Providing adequate resources,
- Maintaining beneficial communication, and
- Ensuring a safe & healthy work place, including any precautions necessitated by a pandemic or epidemic.

It is ETI Ltd's consideration therefore that: -

- Safety is as important as any other aspect of business
- All injuries and damage to health and/or the environment are preventable.
- Safety has a personal as well as corporate priority, requiring commitment from all.
- High safety standards are achieved by responsible management.
- A good safety record will reflect in success with regard to efficiency and economy.
- Safety should be encouraged both at work and in the home.

The policy will be kept up to date, particularly as the business changes in nature and size. To ensure this, the policy and the way in which it has operated will be reviewed as a minimum every year.

**Jason Webb**

Managing Director

15/8/2023

**Please note this is a front sheet of the larger Health & Safety Policy**



Registered Office: Easting Close, Worthing, West Sussex BN14 8HQ Registered in England No 1746462

Easting Close  
Worthing  
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## ENVIRONMENTAL POLICY STATEMENT

Electronic Temperature Instruments Limited is committed to sound environmental practice and to safeguard the local environment in partnership with our Suppliers, our Customers and Local Authorities.

By adopting these principles, we publicly affirm our belief that this Company has a direct responsibility for the environment. We will carry out our activities as responsible stewards of the environment and strive to deliver services in a manner that leaves the Earth healthy and safe.

We recognise this to be a long-term commitment to updating our practices continually, in light of advances in technology and new understandings in health and environmental science. We intend to make continual, measurable progress in environmental performance, with a view to reducing environmental impacts, having regard to best available practice. We believe that we will not have to compromise the quality of our products or service to our Customers, and in delivering our services, we will meet all relevant regulatory requirements.

At present it is not our intention to gain accreditation to ISO 14001, however we believe that our principles and procedures are in keeping with sound and best environmental practice. Indeed, we have gained Environmental Awards for our efforts.

The following principles of action will be applied to all of our services and activities. This document has been developed with the kind assistance of Worthing Borough Council and DTI Environmental consultants.

### **Protection of our Environment**

We will minimise, and wherever possible, eliminate the release of any pollutant that may cause environmental damage to the air, water, the Earth or its inhabitants and biodiversity, and in every respect, minimise our contribution to global problems.

### **Sustainable use of natural resources**

We will make sustainable use of renewable resources and will conserve non-renewable resources, wherever practicable, through efficient use and careful planning.

### **Minimisation and safe disposal of waste**

We will minimise the creation of waste, and wherever economical and practicable, recycle materials and encourage our suppliers to do likewise. We will dispose of our waste products in a safe and responsible way and with due regard to appropriate legislation.

### **Energy conservation**

We will make every effort to use environmentally safe and sustainable energy sources. We will invest in improving the energy efficiency of all of our activities, both in terms of our operations and of our premises.

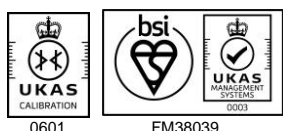
### **Risk reduction**

We undertake to minimise the risk of environmental damage by employing safe technology and operating procedures. We will prepare contingency procedures to deal with environmental accidents. All new policies, activities and practices will be properly assessed for their effects on the environment.

### **Delivery and purchase of safe services**

We will deliver a service that will minimise environmental impact. We will develop environmental standards for inclusion in all contracts to suppliers and service agreements. We will endeavour to ensure that contractors, working on our behalf, apply environmental standards equivalent to ourselves, in as much as this is practicable and permitted by law.

Continued on the next page





### Disclosure

We will disclose to our employees, incidents relating to our operations that cause potential harm to health or damage to the environment. We will disclose information on any potential environmental impact posed by our policies, activities and practices, and we will encourage our employees to report any such condition.

### Environmental responsibility

We will commit the management and resources necessary, to implement these principles, to monitor and report upon our progress, and to maintain a process to ensure that all staff are kept informed of, and fully responsible for, the environmental management of the Company.

### Staff training

We shall endeavour to ensure that all members of our staff are aware of, and respect, their environmental responsibilities. Specific training will be given to those, whose work activities have the potential to significantly harm the environment.

### Assessment and annual audit

We will eventually conduct and make available, a periodic self-evaluation of our progress in implementing these principles, and in complying with applicable laws and regulations.

### Specifically, ETI Ltd will consider,

#### Transport and Mobility

The Company will review its own use of transport and seek to promote policies that aim to reduce the environmental impact, including consideration of the specification for replacement vehicles. Delivery vehicles and method of transport will be included in this assessment.

#### Purchasing and Materials

We will review the use of goods and materials consumed, seeking to reduce any environmental impact through our purchasing policy. The Company will aim to influence those companies, bodies or groups with whom we deal, to adopt similar standards as our own by means of specifications or conditions. Wherever possible, we shall reuse and/or recycle manufacturing components.

#### Future Programme

A programme will be developed to target and review those product areas where the environmental impact is considered to be the most significant. Whole life cost and life cycle analysis will be considered wherever practicable.

#### Energy Use and Efficiency

The Company will maximise the potential for energy efficiency and minimal use of water in the design, maintenance and operation of its buildings.

#### Land Use

We will seek to minimise any adverse impact of any future development and endeavour to improve the appearance of the natural and built environment. Consideration of minimising movement of vehicles and energy consumption will be made with regard to the location of future developments due to expansion.

#### Air Quality

The Company will ensure air quality standards are conducive to a healthy living and working environment.

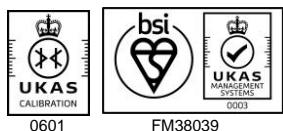
#### Noise and Vibration

We will ensure that during any of the Company's activities, all staff are protected from unnecessary exposure to noise and vibration, and will seek to reduce ambient noise levels wherever practicable.

Endorsed by

**Jason Webb**

Managing Director



Registered Office: Easting Close, Worthing, West Sussex BN14 8HQ Registered in England No 1746462

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**E** sales@etiltd.com  
**W** etiltd.com



# MEMBERSHIP CERTIFICATE

This is to certify that

**Electronic Temperature Instruments Ltd**

is a registered member of ERP UK Ltd  
WEEE Producer Compliance Scheme (WEE/XP3338PD/SCH) for 2023  
with the following WEEE Producer Registration Number:

**WEE/DE0052TQ**

January 2023

Date

John Redmayne  
General Manager, ERP UK Ltd.



# MEMBERSHIP CERTIFICATE

This is to certify that

**Electronic Temperature Instruments Ltd**

is a registered member of ERP UK Ltd  
Battery Producer Compliance Scheme for 2023  
with the following Battery Producer Registration Number:

**BPRN00340**

January 2023

Date

John Redmayne  
General Manager, ERP UK Ltd.

# ETHICAL TRADING AND MODERN SLAVERY POLICY

## Objective

ETI Ltd seeks to ensure that its products are manufactured to the highest technical and ethical standards by providing high standards of working conditions in its own factories and by developing long term trading relationships with suppliers.

ETI Ltd complies with and encourages suppliers to comply with the Modern Slavery Act of 2015, and to follow its Code of Conduct based on the code developed by the Ethical Trading Initiative (ETI), which is an alliance of companies, non-governmental organisations and trade union members who are working towards worldwide ethical standards of trading. Whilst ETI Ltd is not a full member of the Ethical Trading Initiative alliance, ETI Ltd fully endorse their principles.

As well as the ETI Code of Conduct detailed below, the company confirms its support of and compliance with the Modern Slavery Act 2015, with the company's policy which may be found on the ETI website or obtained from [sales@etiltd.com](mailto:sales@etiltd.com)

The company is committed to bringing about positive improvements to international standards in conditions for workers in all organisations across the globe.

## Code of Conduct

ETI Ltd will endeavour at all times to act in a responsible way towards the world and its people, and encourages our suppliers and our customers to do the same, by,

- Respecting the economic, social, cultural, political and civil rights of those involved in our operations
- Complying with all local human rights legislation
- Implementing programmes across our whole operation, together with our supply chain partners and the use of an approved supplier's system.
- Ensuring all workers employed by ETI Ltd are document checked to ensure there are no legal or other conflicts of interest.

### Personnel rights and dignity at work

- Precluding the use of forced labour, including child labour.
- Providing comprehensive company policies and mutually agreed terms and conditions. This includes meeting local minimum legal wage levels, or if no legal minimum, that wages are aligned with the local sector wage.
- Ensuring that young persons are employed in circumstances protecting them from physical, mental, or moral wellbeing risks and education disruption.
- Not tolerating any form of harassment in the workplace (see separate policies).
- Providing freedom of association and collective bargaining via employee communications policy.
- Considering the needs of disabled people.
- Ensuring employees are able, subject to giving reasonable notice in accordance with local law or collective agreement, to terminate their employment.
- Not withholding identity or immigration documents from workers.

### Health and safety in the workplace

- Creating a healthy and safe work environment for each employee.
- Having company policies in place on Health & Safety, company & employee responsibilities, accident reporting, safety training, risk assessments, etc.
- Giving fair remuneration.
- Ensuring working hours and remuneration are reasonable and comply with local legislation and when appropriate are comparable to those offered by similar local companies.

### Diversity and respect for differences

- Managing diversity to promote and capitalise on cultural and individual differences to create competitive advantage through new perspectives and local market sensitivity.

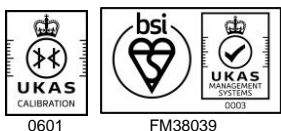
### Opportunity for development

- Recognising the value that employees create and rewarding them with opportunities for personal and career development and providing equal opportunities regardless of gender, age, marital status, sexual orientation, disability, or medical status, family status, race, religion or national origin.
- Encouraging its employees to aid the company to comply with the above with a specific "Whistleblowing" policy to enable poor practice to be brought to the attention of senior management, and the company would welcome any information on this subject from either its customers or suppliers.

If the Modern Slavery policy or the above principles have been disregarded, the matter shall be discussed by the Directors and actions decided, with possible formal disciplinary action for employees, sanctions against contractors or suppliers, and possible reporting to authorities in any event. Any such actions will be documented.

### Jason Webb

Managing Director  
February 2023



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## CONFLICT MATERIALS

### Introduction

Conflict resources/materials are natural resources extracted in a conflict zone and sold to perpetuate the fighting. The most prominent contemporary example has been the eastern provinces of the Democratic Republic of the Congo (DRC), where various armies, and rebel groups, have profited from mining, financing violence and exploitation during wars in the region.

The four most commonly mined conflict minerals (known as 3TGs, from their initials) are cassiterite (for Tin), wolframite (for Tungsten), coltan (for Tantalum), and Gold ore.

However, there are other resources that are known to finance military and terrorist activities. 'Blood diamonds', also known as 'conflict diamonds', has been a well-known issue, and even oil/petroleum can be a conflict resource.

### Purpose

ETI Ltd is committed to understanding the issue of conflict materials. Whilst it is impossible to establish the existence of the problem within our business and supply chain, we will, at all times, encourage compliance with the principles of the Ethical Trade Initiative as set out in our Ethical Trading Policy.

The principles of the Ethical Trading Initiative may be found at – <http://www.ethicaltrade.org/eti-base-code>

### Scope

This policy applies to all permanent and temporary employees of the Company (including any of its intermediaries, subsidiaries or associated companies). It also applies to any individual or corporate entity associated with the Company or who performs functions in relation to, or for and on behalf of, the Company, including, but not limited to, directors, agency workers, casual workers, contractors, consultants, agents and suppliers ("associated persons").

All employees and associated persons are expected to adhere to the principles set out in this policy.

### Legal Obligations

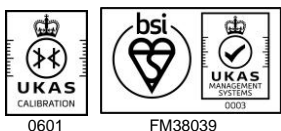
There have been attempts to require manufacturers to audit their supply chains – in 2010 there was legislation introduced in the States, but this was repealed in 2015 when it was considered a 'violation of freedom of speech'. However, it was probably more to do with the problem of establishing the truth behind the supply of materials.

On 1 January 2021 a new law will come into full force across the EU – the Conflict Minerals Regulation. It aims to help stem the trade in four minerals – tin, tantalum, tungsten and gold - which sometimes finance armed conflict or are mined using forced labour.

The regulation will only apply directly to EU-based importers of tin, tantalum, tungsten and gold, whether these are in the form of mineral ores, concentrates or processed metals. Whilst all companies will be expected to apply due diligence to the issue, ETI is a 'Downstream company', operating beyond the metal stage, and does not have obligations under the regulation.

This policy has been approved by the Board of Directors and will be updated as and when necessary.

### Conflict Materials Policy: Revised July 2019



## CORPORATE SOCIAL RESPONSIBILITY

### ETI in the Community

ETI recognises the need to support the local community, from where we gain over 95% of our employees.

“ETI in the Community” is the specific medium through which we provide support, and a sum of monies is budgeted to spend on local events and sponsorship. The budgets involve a distinction between sponsorship and charitable giving.

There is no intended distinction/preference with regard to support, however favourable consideration will be given towards:-

- Organisations that support and encourage development of youth.
- Charities that assist the elderly.
- School work-experience places.
- Educational exhibitions and liaison.

We will support our local Chamber of Commerce in any charity that they consider to be worthwhile.

It is intended that there be one main charity to support on an annual basis, probably for a period of three years before review.

Although there are numerous national charity days throughout the year, the management will decide, on an annual basis, as to which ones ETI Staff will be asked to support. These will generally take the form of special dress days, but may include other events. Management and budget constraints will determine if events are ‘match funded’.

Employees will be encouraged to volunteer in local events and in helping voluntary organisations.

The monthly staff newsletter will contain information on all such activities.

**Jason Webb**  
Managing Director



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