
Joju Ltd

Corporate Social
Responsibility

January 2026

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1. Overview

- 1 Joju was founded in 2006 as a response to the climate emergency. Our core business activities are the design, installation and maintenance of:
 - solar PV installations for renewable energy generation;
 - battery storage to enable the renewably sourced energy to be stored and used when demand requires it; and
 - electric vehicle charging infrastructure (EVCI) to reduce both carbon emissions over the lifecycle of a vehicle and particulate pollution in urban areas.
- 2 Our core strategy is to operate in a sustainable manner, by minimising our impact on the environment, working to enhance society and contributing to a thriving UK economy.
- 3 Our core business activities form an integral part of sustainable development by providing a clean, green energy source that meets the needs of today's generations whilst protecting and enhancing the lives and environment of future generations.
- 4 To guide our work, we use the ISO 14001 environmental management system as a way to minimise our impact.
- 5 Since 2016, alongside our solar PV work, we have sought to help urban areas to address their particulate and NOx air quality issues by installing electric vehicle (EV) infrastructure. According to a studies, nearly 40 million people in the UK live in areas where illegal levels of pollution from diesel vehicles risk damaging their health. The paradigm shift to EVs will also reduce production of greenhouse gases when electric vehicles are considered in comparison to fossil fuel vehicles over their lifecycle, and especially if the electricity supply to the charge points is from renewable sources.
- 6 We take our wider social responsibilities extremely seriously as evidenced by this policy.

Signed:



Joe Michaels, Commercial Director

Dated: 30 January 2026

2. Local employment

- 1 We are committed to employing local staff wherever we win contracts. We have depots in Oxford and Somerset, but we employ scaffolders, roofers, electricians and highways contractors all over the UK.
- 2 We estimate that approximately 70% of our non-component costs for a PV project are spent in the district of a public sector client. This includes but is not limited to: hire of scaffolders; use of a local Energy Performance Certificate consultant; accommodation for team members; storage facilities; electrical wholesale; and waste management.

3. Living Wage

- 1 All our employees and subcontractors are paid more than the Living Wage.
- 2 In London our employees and subcontractors are paid more than the London Living Wage.

4. Apprentices and work opportunities

- 1 At Joju we take our social responsibilities extremely seriously. At various times over the last ten years we have employed people recovering from mental health difficulties.
- 2 We also have a relationship with Clean Sheet, a charity that works to find employment opportunities for ex-offenders. Whenever we have a job opportunity, we consider Clean Sheet candidates, and we have knowingly employed people with spent convictions.
- 3 We are currently developing a partnership with Apex Fedcap, with the aim of offering meaningful work placements on our projects to people seeking to upskill, add to their CV or re-enter the jobs market.
- 4 We also seek to offer opportunities to individuals from groups traditionally underrepresented in the construction sector, e.g. women, disabled people and people from ethnic minorities. Over the last few years, we have actively encouraged job applications from people from ethnic minority backgrounds. This involved reaching out to recruitment agencies who focus on candidates of minority ethnic heritage, and accepting a wider range of non-standard career experiences. As a result of this work, Joju is now much more representative of the UK population than it was five years ago.
- 5 We also offer apprentice places and mentoring to young people. We are always keen to provide opportunities for apprentices within our installation teams, with apprenticeships often leading to the offer of a full-time role.

5. Measuring social value

- 1 We have considerable experience of measuring and accounting for social value created. Here, for example, are the reporting requirements for our PV contract with Oxford City Council:
 - number of new jobs created;
 - number of new apprentices appointed;

- number of training places or placements;
 - total spend with local suppliers;
 - total value of spend that month;
 - names of any agreed change of key contractor;
 - performance against targets as per timetable set;
 - financial spend against targets as per timetables set.
- 2 Here is a video on the social impact of our work in Brighton: www.youtube.com/watch?v=Ew1aYAzRiz0.

6. Working with schools

- 1 We have considerable experience of working with schools, including live installations during term-time. We installed the biggest solar primary school in the country – Glenleigh Park Primary Academy in East Sussex – and have installed PV on several hundred schools around the country, including on 90 sites in Hampshire over a 12-month period in 2021-22. Tens of thousands of UK pupils and teachers have benefited from solar electricity supplied by Joju Solar installations.
- 2 We have worked with numerous organisations on solar schools projects, including 10:10, Friends of the Earth, Schools' Energy Co-operative, Wey Valley Solar Schools and The Low Carbon Hub in Oxford. Many of these are community-funded PV installations: schools benefit from free or cheap solar electricity while local people see a guaranteed return on their investment. Any profits are re-invested in environmental projects at the school.
- 3 We regularly give talks in schools and participate in public events to promote renewable energy or electric vehicles.
- 4 We have developed a nature-protection offer in which we install swift nestboxes on school buildings while we have scaffolding in place and are working at height. This is a great way to help this endangered species, and engage students with sustainability in action at their school.

7. Community renewables

- 1 We are long-time champions of community energy – we have twice won Best Community Project at the Solar Power Portal annual awards.
- 2 We are one of the largest installers of PV for community renewables projects in the country. Between 2012 and 2015, £29m of capital was raised by communities for renewable energy projects. Joju Solar were responsible for installing nearly 10% of this. In the summer of 2014, we delivered 630 kWp of community funded PV across 10 schools in just six weeks, for our major partners the Low Carbon Hub and Energy4All – two of the leading community energy groups in the country. In 2020 we installed 2MW of community-funded arrays in South Wales with the Egni Community Energy Group, and in 2021 our iconic solar PV array on the roof of Salisbury Cathedral won an award for Best Local/Community Energy Project at the Solar and Storage Live Awards. We won the same award in 2024 for our PV work across schools, colleges and community hubs in North Lincolnshire with Energy 4 All and North Lincolnshire Community Energy.
- 3 We have been nationally recognised with various awards for our commitment to renewable energy generation and sustainability:
 - 2015 Solar Portal Award - Best Community Project
 - 2017 Solar Portal Award - Best Use of Solar in a Community or Social Benefit Project

- 2017 Community Energy England - Best Partnership
- 2020 Evies Award - Contractor of the Year
- 2020 Evies Award - Public Sector Infrastructure Project of the Year
- 2021 Solar & Storage - Contractor of the Year
- 2021 Evies Award – Contractor of the Year
- 2021 Solar & Storage Alan Clark Award – Best Local/Community Energy Project of the Year
- 2022 Greenfleet Awards – Charging Infrastructure Provider of the Year
- 2022 E-Mobility Awards – Installer of the Year
- 2023 EVIE Award – Contractor of the Year
- 2024 Solar & Storage Alan Clark Award – Best Local/Community Energy Project of the Year
- 2024 Global Brands Magazine – Most Innovative UK Renewable Energy Brand

4 Testimonial

“I wish to highlight the ethics and values of Joju. They are completely aligned to the community energy/renewable energy/tackling climate change movement. To find this together with technical expertise has been a real joy. They are totally straightforward, honest and ethical. Their quotes are firm and contain no hidden extras. They are easy to work with and very supportive because we are all trying to deliver the same mission.”

Mike Smyth, Chairman of Energy4All and Wey Valley Solar