

Corporate Social Responsibility Policy

Policy Statement

We recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, regulators, suppliers, the community and the environment.

We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies

We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy

We shall be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.

The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance to this policy rests with all employees throughout the company

We are committed to:

- Strive to improve our environmental performance through implementation of our Environmental Policy
- Ensure a high level of business performance while minimising and effectively managing risk.
- Encourage dialogue with local communities for mutual benefit.
- Support and encourage our employees to help local community organisations and activities in our region.
- Operate an equal opportunities policy for all present and potential future employees.
- Offer our employees clear and fair terms of employment and provide resources to enable their continual development.
- Provide safeguards to ensure that all employees are treated with respect and without sexual, physical, or mental harassment.
- Provide, and strive to maintain, a clean, healthy, and safe working environment.
- Uphold the values of honesty, partnership, and fairness in our relationships with stakeholders.
- Operate in such a way as to safeguard against unfair business practices.
- Encourage suppliers and contractors to adopt responsible business policies and practices for mutual benefit.

Sharon Bastable & Karl Hunt

Directors

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Revision history:

Issue	Date	Reason for revision
1	20/07/2021	First issue
1.1	27/02/2023	Second issue, grammar check & amendment
1.2	13/06/2024	Updated to new Directors info