

# Corporate Social Responsibility & Ethical Policy Statement

Our corporate social responsibilities are identifiable in the following areas:

1. Environment: With regard to the business' impact upon the environment, we are committed, amongst other initiatives, to:  
  
Efficient printing;  
Reducing the amount of waste produced by the business;  
Ensuring that water/electricity is used responsibly by our staff;  
Recycling materials as extensively as possible;  
Using technology to lessen the need for travel;  
Using public transport wherever possible when travelling is unavoidable.
2. Charitable/community work: Our organisation is keen to support and become involved in community initiatives and charitable work. We do this in the form of sponsorship, donations to national and local charities which may be suggested by our staff, and the funding of community projects. Every suggestion is given due consideration.
3. Education: We recognise the importance of education in our community, and supporting individuals during this process is key to advancement. We actively encourage our employees to take up training courses, often funded by ourselves, and we offer a number of work experience placements in partnership with local schools.
4. Our employees: Involvement: We keep our staff fully informed of our policies and procedures and we encourage them to share their ideas with us on the both internal processes affecting them, and the way our service is provided to customers/clients. We maintain an open and honest approach to all of our communications.
5. Equal Opportunities: We are committed to providing an environment of equal opportunities for all members of our workforce. No account of any of the protected characteristics set out in the Equality Act 2010 shall be taken to a detrimental effect in any decision involving recruitment, promotion, provision of facilities etc. See our Equal Opportunities policy for more detail in this regard.
6. Business partnerships: We will strive to engage with local suppliers and businesses where possible to meet the business' operational needs, in order to support businesses within our area and decrease our carbon footprint.

In respect of our entire CSR initiative, we expect no lesser standards from our suppliers and business partners.



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*Managing Director*

