

# Corporate Social Responsibility Policy



We are committed to being a socially responsible business. The following statements form the fundamental ethos underpinning our approach to maintaining and improving our social responsibility

## The Environment



1. We recognise the impact of our business on the environment

2. We will measure and monitor our impact on the environment

3. We will actively research, implement and promote ways to minimise our impact on the environment through internal practices and the products and services we provide

## The Community

1. We will strive to understand the environmental, social and economic needs of the communities we work in



2. We will mobilise employees to take part in volunteering activities to address the needs of our local communities

3. We will ensure a framework is in place to facilitate sponsorship and fundraising for charitable and/or local community organisations

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## The Workplace



1. We will maintain a working culture that respects diversity, in accordance with our anti-discrimination policy

2. We will maintain objective equality of opportunity in recruitment, in accordance with our recruitment policy

3. We will fairly reward employees based purely on achievement and success

4. We will encourage career progression through investment in training and internal promotion

5. We will ensure employee welfare by meeting workplace health and safety standards

## The Market



1. We will maintain trust in the market by continuing to provide honest, reliable products and services

2. We will strive to deliver more socially responsible products and services to our customers

3. We will carefully consider all our supply options in order to be a more responsible purchaser