

Social/Economic/Environmental Policy Statement

Policy brief & purpose

Our Social/Economic/Environmental company policy refers to our responsibility toward our environment and our local community. Our company's existence is not standalone. It is part of a more extensive system of people, values, and other organisations.

Scope

This policy applies to our company and its staff but may also refer to suppliers and partners. We want to be a responsible business that meets the highest standards of ethics and professionalism.

Policy elements

Our responsibility falls under two categories: compliance and proactiveness.

Compliance refers to our commitment to legality and community values.

Proactiveness is every initiative to promote human rights, help our community and protect our environment.

Compliance

Legality

We will:

- Respect the law
- Honour internal policies
- Ensure that all business operations are legitimate
- Keep partnerships open and transparent

Business ethics

We will always conduct business with integrity and respect. We will promote the following:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

Protecting the environment

Our company recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We always follow legislation and best practices when disposing of rubbish and using chemicals. We will use electronic communication channels as a substitute for physical travel or paper-based messaging wherever possible. By doing this, we contribute positively to environmental well-being and conserve resources. We are also committed to achieving net zero carbon emissions by 2050, aligning our practices with this long-term goal.

Protecting people

We will ensure that we:

- Do not risk the health and safety of our employees and community.
- Support diversity and inclusion.

We recognise that in our operations, we can impact people. We provide electronic technology to benefit our team and protect the environment.

We encourage the use of public transport and provide travel cards and expenses. We are a committed equal-opportunity employer and will abide by all fair labour practices. We will ensure that we proactively measure and evaluate staff compliance with working time directives and provide a TOIL Policy for unsociable working.

Pro-activeness

Preserving the environment

Examples of activities include:

- Recycling.
- Conserving energy.
- Environmentally friendly technology.
- Reducing travel .

Supporting the community

We help non-profit organisations or charities and can provide services and advice at a discount.

Learning

We actively invest in our development, are open to suggestions, listen to ideas, and aim to improve how it operates continuously.

Donations/aid/environment

We may make monetary donations but prefer to support schemes locally, benefitting worthy causes and environmental issues. For example, we do not send Christmas cards; we instead donate the money directly to a local charity and support a local good deed network with hands-on support towards local causes and environmental projects. We have given our facilities and staff time for free.

Jason Keeley is responsible for policy development, event coordination and performance evaluation. We support our team to understand and implement this policy through regular contact and communication. We commit to minimising our environmental and community impact by remaining vigilant, proactive, and open to ideas and suggestions.

We will:

- Meet the requirements of all relevant legislation
- Promote recycling and reducing consumption
- Minimise waste in all operations
- Work with suppliers to minimise the impact of their operations
- Include social and environmental issues in staff training
- Encourage staff to provide initiatives to make savings and enhance work practices
- Monitor progress, and discuss social and environmental and community performance and projects at meetings and staff development training sessions

Jason Keeley
Managing Director
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