

Policy status

This policy statement was adopted by the Company on 14th July 2020 and reviewed 12th October 2022

Our Policy

As a UK SME we embrace corporate society responsibility, the rights of our workers, our contribution to society and the world in which we live and work. This policy statement is provided to demonstrate our continued commitment to those around us, beyond the minimum.

As a business we have and encourage a strong moral compass and always strive to do what is right, even if that is sometimes to our disadvantage. We all believe that there is more to our business than just money.

We ensure that we are socially accountable and enhance society and the environment within all projects undertaken. Our values are reflected in our entire supply chain which we also treat with respect and fairness.

Our commitment

As an employer, we: -

- are compassionate, fair employers who strongly believe in the dignity of work and are committed to care, training, and career progression for all.
- create employment opportunities within the communities that we work
- encourage the young with work experience programmes (in Partnership with schools), apprenticeships and meaningful careers.
- re-train older members of our workforce and treat all, regardless of race, age, religion, or disability in an equal and equitable way.
- actively try to remove barriers to employment for underrepresented and disadvantaged groups
- have a strong loyalty to our staff; we reward well and have a family ethos.
- ensure all our staff are paid above the Real Living Wage and we provide additional support when needed.
- support our people to live healthier lives

Supporting the community, we: -

- carry out regular volunteer activities that deliver benefits to local communities
- allow employees time to volunteer in the community
- work with education and training providers, industry bodies and charities to offer curriculum support and work experience opportunities

Protecting the environment, we: -

- tread lightly on the planet; we implement strict environmental policies and use less where possible
- encourage others who we work with to adopt sustainable solutions

Formal review

We formally review this policy annually to ensure it is relevant and up to date.



Signature:

Date: 12th October 2022

Name: Andrew Etherington

Position: Director