



## **Corporate Social Responsibility Policy**

### Policy brief & purpose

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our community and our environment.

Our Corporate Social Responsibility (CSR) company policy outlines our efforts to give back to the world as it gives to us.

### **Scope**

This policy applies to our company and its subsidiaries. It may also refer to suppliers and partners.

### **Policy elements**

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our company's social responsibility falls under two categories: compliance and proactiveness.

Compliance refers to our company's commitment to legality and willingness to observe community values.

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

### **Compliance**

#### **Legality**

Our company will:

- Respect the law
- Honour its internal policies and those of our regulatory bodies (FRSB, HMRC, ICO)
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

#### **Business ethics**

We will always conduct business with integrity and respect to human rights.

#### **We will promote:**

- 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 will always follow best practices when disposing of waste and using chemical substances.

### **Protecting people**

We will ensure that we:

- Don't risk the health and safety of our employees and community.
- Support diversity and inclusion.

### **Human rights**

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all related policies and practices. We will ensure that our activities do not directly or indirectly violate human rights in any country (e.g., forced labour).

### **Proactiveness**

#### **Donations and aid**

Our company may preserve a budget to make monetary donations or provide pro bono consultancy support.

#### **This will aim to:**

- Advance the arts, education, and community events.
- Alleviate those in need through poverty, mental ill health, or other vulnerabilities in the UK and/or Internationally.

### **Volunteering**

Our company will encourage its employees to volunteer. They can volunteer through programs organised internally or externally. Our company may sponsor volunteering events from other organisations. Details of our volunteering or fundraising will be included on our social media platforms.

### **Preserving the environment**

Apart from legal obligations, our company will proactively protect the environment.

Examples of relevant activities include:

- Recycling
- Conserving energy
- Using environmentally friendly technologies and using paper free solutions where possible

### **Supporting the community - Charity of the Season**



Our company may provide free training and education to community groups who may benefit from our experience, or other services at our discretion. We do not invite applications for support, instead approach organisations we have particular interest in.

We will display our contribution to our chosen charities on our website each year.

### **Love Community CIC**

We are part of a new CIC which aims to support community development in Somerset and Devon - <https://lovecommunitycic.co.uk/about-us>

7th April 2022