

Corporate Social Responsibility Policy

Policy Statement

Our organisation is committed to delivering positive social, economic, and environmental outcomes through our operations. We recognise our responsibility to contribute to the communities in which we work, support local employment, promote sustainability, and uphold ethical business practices.

Purpose

The purpose of this policy is to formalise our approach to social value and corporate social responsibility, ensuring our activities create measurable benefits for people, communities, and the environment.

Scope

Key Commitments

Local Employment and Skills

- Prioritise the recruitment of local labour to boost regional economies and reduce carbon emissions associated with travel.
- Support training, upskilling, and career development opportunities for workers.

Community Engagement

- Actively engage with local communities through charitable donations, volunteering, and partnerships.
- Continue our support for industry-related charities such as Lighthouse Charity and Mates in Mind.

Environmental Responsibility

- Promote sustainable practices including remote working, digital documentation, car-sharing, and recycling.
- Commit to reducing our carbon footprint and supporting biodiversity initiatives.

Employee Wellbeing and Inclusion

- Foster an inclusive and supportive workplace that promotes physical and mental wellbeing.
- Provide access to wellbeing resources and maintain open channels for employee support.

Ethical Business Practices

- Operate with transparency, honesty, and integrity in our dealings with clients, workers, and suppliers.
- Ensure compliance with all legal and regulatory requirements, including modern slavery and data protection legislation.

Implementation

This policy is implemented through practical actions embedded in our business operations, including local recruitment strategies, participation in community initiatives, and ongoing environmental improvements.

Monitoring and Reporting

We are committed to monitoring the impact of our social value initiatives and reviewing progress annually. Feedback from stakeholders and clients will be used to inform future improvements.



Review

This policy will be reviewed annually by senior management to ensure it remains relevant and aligned with company objectives and client expectations.

Signed: 
Will James (Oct 22, 2025 11:18:36 GMT+1)

Position: Managing Director

Date: 22/10/2025

Social Value And CSR Policy

Final Audit Report

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