

# Corporate social responsibility statement

## Statement brief & purpose

Our Corporate Social Responsibility (CSR) company statement refers to our responsibility toward our employees, society, and the environment.

### What is corporate social responsibility?

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

## Scope

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

## Our Commitments

As a company we strive to not only reduce our impact on the environment but improve the world around us. Our commitments include:

- **Minimizing our environmental impact by reducing our carbon output and offsetting where this is not possible.**
- **Striving to improve air quality in the UK and be part of the movement to transform our space.**
- **Support the wellbeing and development of our staff.**
- **Having a positive impact in the areas we live and work in.**

## Statement elements

Our company's social responsibility falls under two categories: **compliance** and **proactivity**. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactivity is every initiative to promote human rights, help communities and protect our natural environment.

### Compliance

#### Legality

Our company will:

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

## **Business ethics**

We'll always conduct business with integrity and respect to human rights. We'll promote:

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

## **Human rights**

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

## **Protecting people**

We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

## **Proactivity**

### **Donations and aid**

Our company may preserve a budget to make monetary donations. These donations will aim to:

- Advance the arts, education, and community events.
- Alleviate those in need.
- Raise awareness for relevant charities

### **Volunteering / Community Support**

Our company will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. Internally, we will offer our staff paid leave to volunteer at our chosen charities in the local area. Externally, we will give staff the support required to fulfil their volunteering commitments.

## **Preserving the environment**

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Organizing reforestation excursions
- Using environmentally friendly technologies
- Reducing Carbon Emissions where possible and striving for carbon neutrality

## **Learning / Training**

We will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates. Management must communicate this statement on all levels. Managers are also responsible for resolving any CSR issues.

We will regularly enable training for our staff to ensure they are equipped to the best of their abilities.

## **Diversity and Inclusivity**

We will actively promote a diverse and inclusive workplace, offering workplace awareness training and support for the following (but not limited to); LGBTQ+, Gender Equality and representation, Racial Equality and representation, Disability awareness, Neurodivergence awareness.

We will also provide Mental Health First Aid training to a range of staff