

Corporate Social Responsibility Policy



It is our policy to recognise that our activities and operations have a significant impact on the wider social, environmental and economic well-being of the areas in which we operate. As a member of the business community, we recognise our corporate social responsibility commitments in our various roles, which include producer, employer and consumer.

Compliance and Integrity

We are committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional and legal standards. Behaving with honesty and integrity in all our activities and relationships. We aim to act ethically and fairly when dealing with our stakeholders. We will maintain internal controls to ensure that standards are met.

We have a zero-tolerance approach to bribery, corruption and conflicts of interest and are committed to acting with fairness and integrity. Our colleagues go through regular training and refresher programmes so all of our teams are achieving these high standards.

To ensure our colleague and client data is stored, used and sent safely, every colleague takes part in cyber security training continuously. Our handling of data has been assessed with the ISO 27001:2013 accreditation and Cyber Essentials Plus.

Environment

In addition to compliance with current legislation, our policies and codes of conduct encourage high standards of corporate behaviour in areas such as the environment, health and safety and equal opportunities, both for our colleagues and for all who complete any work on our behalf. We have a separate Environmental Policy registered to ISO14001:2015 and a Carbon plan to reduce our carbon footprint.

We aim to reduce any negative impact of our business operations and encourage a positive contribution through appropriate health and safety and environmental policies and objectives (which are considered as an integral part of our business activities) and good management.

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Community

We are an enthusiastic supporter of community, voluntary and charitable endeavours that fit well with our business aims and those of our customers. We strongly believe in embedding the company within the local community, and offer an apprenticeship scheme which recruits young people, often from deprived areas. These apprentices are mentored and developed in our company to become our future leaders.

Our senior managers and directors have participated in school educational events which aim to give tasters into business and our industry. We are continually engaging communities through local liaison and sponsorship of local events, community groups, youth groups and sports teams.

Happy and Safe Work Environment

Going above and beyond legal obligations, we offer our people benefits such as private health care, flexible working practices, workplace pension and an innovative, comfortable environment to work. We place huge importance on the health and wellbeing of our colleagues and have dedicated mental health first aiders and regularly conduct colleague surveys to feed information to our management teams on our colleague satisfaction.

We aim to manage our colleagues openly, honestly and fairly and to be a responsible employer, adopting values and standards designed to help guide our staff in their conduct and business relationships. We are committed to having a fully trained and competent workforce and actively promote career development for our colleagues. We are Investor in People Gold and Investor in Young People Gold Standard. Achieving the Scottish Qualification Authority Employer of the Year Award 2022.

Approved By : MR RA Rowan

Date Approved : 01/06/2022

Review Date : 01/06/2023