

## CORPORATE SOCIAL RESPONSIBILITY POLICY

### **Policy Statement**

Stanway Interiors Limited are aware of their Corporate Social Responsibility and strive to provide sustainable and environmentally conscious business operations. We understand that Corporate Social Responsibility impacts the Organisation directly, as well as members of the public, the Environment, and all Stanway Interiors Limited stakeholders. The Managing Director is responsible for the implementation of this statement and will make the necessary resources available to realise our corporate responsibilities.

### **Key Objectives**

- We shall strive to improve our environmental performance through implementation of our Environmental Policy and maintenance of the ISO14001:2015 standard.
- We shall ensure a high level of business performance whilst effectively managing and minimising risk.
- We will register and resolve customer complaints in accordance with our benchmarked standards as detailed in ISO 9001:2015.
- We shall operate an equality and diversity (equal opportunities) policy for all present and potential future employees.
- We will offer our employees clear and fair terms of employment and provide resources to enable their continuous professional development.
- We shall maintain a clear and fair employee remuneration policy and shall maintain forums for employee consultation and business involvement.
- We shall provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment.
- We shall provide, and strive to maintain, a clean, healthy and safe working environment.
- We shall uphold the values of honesty, partnership and fairness in our relationships with stakeholders.
- Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship.
- We will operate in a way that safeguards against unfair business practices.
- We shall encourage sub-contractors to assist us in enforcing our policies and practices for mutual benefit.
- We shall encourage dialogue with local communities where they are affected by our operations for mutual benefit.

### **Environmental Management**

We are committed to the protection of the environment and are currently looking at ways to reduce our carbon footprint further. We recycle our demolition arisings, using them to backfill areas on sites or sell the aggregates to be re-used elsewhere. We maximise skip quantity to minimise the traffic movements to and from our sites. As an ISO14001:2015 accredited Organisation we have and will continue to make protection of the Environment a key goal within our Organisation.