

PURPOSE

Corporate Social Responsibility (CSR) is the concept whereby organisations integrate social and environmental concerns into their business operations.

The business is committed to the principle of CSR and aims to ensure that CSR becomes embedded, where appropriate, into its policies and practices, to the benefit of staff as well as the wider community. Stonbury is already contributing to CSR and this policy and future strategy will build on this.

SCOPE

This policy applies to all companies in the Stonbury Group.

COMMITMENT

Stonbury aims to be an organisation that is transparent and ethical in all its dealings as well as making a positive contribution to the community in which it operates. It is committed to the following its core values in all aspects of work, including the fulfilment of its social responsibility including:

- Clear direction and strong leadership
- Customer focus
- Respect for people
- Open communication
- Working to deliver best value
- Openness and transparency
- Equality
- Equity
- Development of positive working relationships with others
- Commitment to the highest ethical standards of public service
- Valuing and harnessing the diversity of all employees
- Fostering an inclusive workplace culture
- Respect for the natural environment
- The wellbeing of its staff and other stakeholders

CSR Strategies

Stonbury will seek to achieve corporate and social objectives by focusing on these strategic areas:

- Equal Opportunities – maintaining and promoting its commitment to the fulfilment of its equal opportunities policy.
- Diversity and Inclusion – engaging with specialist organisations along with maintaining and promoting our commitment to the fulfilment of our Equality, Diversity and Inclusion policy.
- Good Relations – developing and adopting a Social Value Strategy, which will be reviewed annually and will be implemented and endorsed through group wide objectives and initiatives.
- Addressing the needs and aspirations of staff through the continuing development of diversity, work-life balance and health and wellbeing initiatives.

- Encouraging and assisting staff to become more involved with team/individual projects in support of the wider community.
- Continuing its environmental management system (ISO 14000 and HSW ISO 45000), **which** aims to minimise waste, maximise efficiencies and promote sustainability.
- Continuing its carbon reduction journey by implementing reduction initiatives aligned with the ISO 14064-1 certification
- Maintaining, communicating and enforcing policies for: Anti-Bribery and Corruption; Gifts and Entertainment; Data Protection; [prevention of] Modern Day Slavery and Human Trafficking.

Guiding Principles

The Board recognises that it must integrate the business' core values and operations to meet the expectations of stakeholders, including customers, employees, suppliers, the community and the environment by:

- Recognising that social, economic and environmental responsibilities to these stakeholders are integral to the business and demonstrate that these responsibilities through action and within corporate policies.
- Reporting and acting on all feedback, complaints non-conformances and positive responses received and, where possible, maintain open dialogue to ensure that Stonbury fulfils the requirements outlined within this policy.
- Being open and honest in communicating policies, strategies, targets, performance and governance to stakeholders in the continual commitment to sustainable development.
- Endeavouring to make the necessary resources available to realise corporate responsibilities.
- Continuing to support Water Aid to raise funds and assist the charity wherever possible in a practical way.

Partnership Focus

Stonbury will strive to improve its performance through implementation of sustainable development and environmental policies and by developing and implementing:

- A high level of business performance, while minimising and proactively managing and minimising risk.
- Dialogue with local communities for mutual benefit on site where there is potential to influence best practice.
- A system to record and resolve customer complaints in accordance with the Company Management System.
- Equal opportunities policy for all current and prospective employees.
- Clear, fair terms of employment, providing resources to enable continued development for employees.
- Forums for employee consultation and business involvement.

- ✓ Safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment.
- ✓ A clean, healthy and safe working environment.
- ✓ A process to uphold the values of honesty, partnership and fairness in relationships with stakeholders that clearly set out the agreed terms, conditions and the basis of our relationship with suppliers.

Reporting

CSR activity will be reported at Board Meetings. In addition, CSR activity will be publicised on our web site or through the Portal.

APPROVAL

Signed by the Director of People and Culture



Loraine Thomas

Date: 09-05-2022

To be reviewed annually or in the event changes to legislation, organisational changes or failures to the system being highlighted.