



CSR Statement

1. Purpose

To ensure a culture that maximises social, marketplace, workplace and environmental value in every area of our business.

2. Principles

2.1 Social value –

We want to enhance the wellbeing in our communities by:

- Partnering with local organisations and charities to deliver initiatives that will benefit our communities.
- Engaging staff through volunteering for community projects within our communities ensuring our community work has sustainable outcomes (as outlined through our volunteering procedure).
- Raising money for local and international charities throughout the year.

2.2 Environmental value –

We want to limit our impact on the environment by:

- Reducing the amount of operating waste sent to landfill.
- Improving our energy use by investing in energy efficiency, renewables, trialling new technologies and offsetting our carbon emissions.
- Improving the sustainability of our properties.
- Improving our impact of travel by reducing emissions produced from business, commuting and customer travel.
- Working towards a net positive impact on biodiversity through ecologically enhancing our buildings and grounds.
- Reducing our water and paper use.

2.3 Workplace value

We want to enhance the wellbeing of our staff by:

- Promoting good health and wellbeing.
- Reinforcing staff engagement by building staff awareness and involvement in CSR initiatives.
- Creating opportunities to develop current and future employees.
- Strengthening our approach to health and safety.

2.4 Marketplace value

We want to deliver wellbeing outcomes through our supply chains by:

- Meeting our legal obligations, (as defined under the Public Services Act 2012) maximising social, economic and environmental well-being through our procurement process.
- Working in partnership with new and existing suppliers to develop and deliver initiatives that will create additional benefit to customer areas. Either through donations proportionate to their contract value or donations by them of other means (i.e time, money, knowledge, labour).
- Supporting start-ups that will deliver social value and customer benefits by investing resources (time, money, knowledge).