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| <b>Owner:</b>      | Tony Lane | <b>Control Status:</b> | Uncontrolled<br>Printed | <b>Status:</b> | When<br>Issued |



## **Christopher Hoare Tree Services Ltd**

Arboricultural Contracting & Consultancy

# **CORPORATE SOCIAL RESPONSIBILITY POLICY**

### **Purpose**

This policy is aimed at informing company employees, our supply chain, our clients and those affected by what we do of what we believe is the most positive and beneficial way to implement the aims and objectives of the company. The Corporate Social Responsibility [CSR] policy will be applied to all our operations across all sites and places of work. The policy will be briefed to employees at their company induction. We would also encourage all who follow this policy in work to adhere to the aims and beliefs in their private lives also.

### **Policy**

Our policy is to ensure that our business values both meet and where possible exceed the expectations of our stakeholders. Our stakeholders include customers, employees, suppliers, the wider community and the environment.

- We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.
- We take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.
- We shall be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.
- We aim to contribute positively to society, the economy and the environment.

### **Our Aim**

The company aims to develop a progressive attitude toward meeting its legal obligations and recognises the importance of exercising corporate social responsibility. The company is committed to promoting fairness in business by:

- Preventing the exploitation of workers in our employment and our supply chain
- Protecting of the environment
- Supporting local charities and local communities
- Promoting equal opportunities
- Ensuring safe and efficient working practices
- Promoting CSR to our suppliers.

### **How we do it**

We have identified that there are relevant CSR specific standards relating British and International business ethical standards, as listed below:

- Modern Slavery Act 2015
- European Convention on Human Rights
- The UK based 'CORE' (Corporate Responsibility Coalition) – taking its lead primarily from the UKs' The Companies Act 2006, that emphasises Directors' responsibilities for CSR.

We further aim to meet our CSR aims through our company policies, trade, industry and international accreditations, internal audit and review processes.

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The company has determined to recognise and comply with the requirements of the CORE organisation which are based primarily on UK legislation. In making this commitment the company recognises and will take improvement action where necessary, within its sphere of influence, including where reasonably practicable its supply chain, on the following issues: Child labour, forced labour and modern slavery, fair trade, health and safety, discrimination; freedom of association, fair pay, anti-corruption, environmental impact, and working hours.

We also aim to use local suppliers and treat our suppliers fairly by making payments promptly and not demanding excessive discounts that may be detrimental to their own business.

The company also engages in social and charitable activities within the local and wider community either as a donation of time, materials or good will, or through activities engaged in by certain employees acting as individuals rather than as company representatives but supported by the company. Specific activities are identified as part of our management review process.

### Communication & Implementation

This policy and others associated with it will be posted on our website where it will be available for client, public and stakeholder access.

We expect our employees to:

- Act with honesty and respect human rights and the interests of our own people, customers and other stakeholders.
- Respect the legitimate interests of other people and organisations.

The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance on this policy rests with all employees throughout the company.

### Review

This policy will be reviewed annually or where there are significant changes to the business undertaking, or UK legislation.

The business performance with regards to its CSR commitments will be reviewed at the annual Management Review Meeting

This statement has been approved by

Signed:  Christopher Hoare, Managing Director

### Revision & Review Log

| Rev | Detail                                 | By Whom   | Date     |
|-----|--|-----------|----------|
| 3   | Complete review, assign URN and format | Tony Lane | 21/04/21 |