



CORPORATE SOCIAL RESPONSIBILITY POLICY

Christopher Hoare Tree Services Ltd is a SME with approximately 50 employees. The company is involved in a wide range of work within the arboriculture and landscape maintenance industry. The company has a developed progressive attitude toward meeting its legal obligations and recognises the importance of exercising corporate social responsibility (CSR). The company is committed to promoting fairness in business, prevention of exploitation of workers in our employment and our supply chain, protection of the environment, supporting local charities and local communities, promoting equal opportunities, ensuring safe and efficient working practices, and working with suppliers who uphold similar values.

This policy is aimed at informing company employees, those in our supply chain and our clients of what we believe is the most positive and beneficial way to implement the aims and objectives of the company. The 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.

We recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, suppliers, the 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 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.

We have identified that there are relevant CSR specific, or closely related British and International business ethics 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.

Through these and our other policies, trade, industry and international accreditations, internal audit and review processes, we ultimately believe we comply with the applicable legal and moral requirements within them.



Christopher Hoare Tree Services Ltd

Arboricultural Contracting & Consultancy

The company has determined that an appropriate commitment for it to make, would be to recognise and comply with the requirements of the CORE organisation which is 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; unfair discrimination; freedom of association; fair pay; anti-corruption; environmental impact; working hours.

We also aim to use local suppliers and treat our suppliers fairly and amicably 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.

The most significant improvement activities currently undertaken by the company as a corporate entity include those managed through our ISO 14001 environmental management system. In due course we will implement or take part in other, appropriate projects.

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

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.

All employees of Christopher Hoare Tree Services Ltd are expected to give their full co-operation to the above principles in their activities at work. Consultants, sub-contractors and visitors are also expected to apply our environmental principles. The effectiveness of the Policy Statement will be monitored and reviewed at least annually by the Director to ensure the Company's continuing compliance with any relevant legislation and to meet new business requirements and to identify areas in need of improvement.

Signed: 

Christopher Hoare, Managing Director
March 2019.