

# Corporate Social Responsibility Policy



The Deritend Group Limited recognise that Corporate Social Responsibility (CSR) matters are of increasing importance to staff and interested parties, including candidates and clients, and are fundamental to the continued success of the organisation.

The Group believes that its CSR Policy shall provide long-term benefits to its employees, customers, partners and individuals in all communities, and will focus on the eight key areas:

**Employees** – Respecting the values of employees, providing good conditions of work and equal opportunities, improving employee satisfaction and through training, developing their intellectual capacity for their greater benefit and quality of life.

**Health and safety** – Embedded in all activities and processes for the provision of a safe working environment, wherever that may be.

**Environmental impacts** – Managing business development activities in order to maximise on recycling opportunities and minimise the risk of pollution, waste and nuisance to neighbours.

**Sustainable development** – Long term impacts arising from the communities that the Group interact with including energy efficiency of dwellings, transport, meeting social and economic needs.

**Relationships with Customers** – Being responsive to customer needs and providing a quality assured service that intrinsically incorporates all relevant legislative considerations.

**Suppliers and Partners** – Treating suppliers fairly and driving CSR codes of practice throughout the goods and services supply chain.

**Community involvement** – Charitable giving and engagement with local communities through funding, support and work experience programmes.

**Ethos** – Encouraging high standards of professionalism throughout the company and promoting best practice in respect of ethical behaviour.

The Organisation's CSR shall be implemented and maintained through the following key policies:

- Quality Policy
- Equal Opportunities
- Environmental Policy
- Health & Safety Policy
- Anti-Bribery
- Whistleblowing Policy

The Group are pleased to engage with all interested parties regarding CSR matters. For further information contact Richard Hale, CEO.

A handwritten signature in blue ink, appearing to read "R Hale", followed by a period.

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**Richard Hale**  
CEO