



Corporate Social Responsibility Policy

Introduction to Corporate Social Responsibility (CSR)

CSR refers to the way in which businesses regulate themselves in order to ensure that all of their activities positively affect society as a whole. CSR policies aim to guarantee that companies work ethically, considering human rights as well as the social, economic, and environmental impacts of what they do as a business. Businesses should meet, and aim to exceed, any relevant legislation, and if legislation does not exist in a particular area, the company should ensure they carry out best practices anyway. We are committed to ensuring that any business undertakings are conducted as ethically as possible.

Looking after Employees

To retain loyal and productive staff, it is vital to maintain a good working environment.

- We are an Equal Opportunities Employer as per the Human Rights Act 2010 and comply with the Modern Slavery Act 2015.
- We have Occupational H&S policies, procedures and train our employees for the work they undertake
- We carry out Staff training, appraisals and personal development.
- Staff are paid correctly and on time, and wages meet / exceed the National Minimum / Living Wage
- We have procedures to ensure that any HR issues are dealt with appropriately

Looking after Customers & Suppliers

It is so important to look after your customers and ensure use of good suppliers, to make sure that they have a positive and lasting impression of your business.

- We ensure customer satisfaction and retention is a priority for the company and monitor
- We ensure our safety and quality of our services is first class
- We follow our communications process to ensure effective communication with customers & suppliers
- We check our suppliers for evidence that they adhere to the Modern Slavery Act 2015
- We ensure our suppliers operate in line with the Bribery Act 2010
- Where possible, we always use any local suppliers
- We are committed to paying our suppliers properly and on time
- We check to see if our suppliers have got a CSR policy in place

Protecting the Environment

It is important to commit to reducing the environment impact that the business activities may have.

- We monitor waste reduction, re-use and recycling
- We measure water usage or implement any water saving measures where possible
- We look at the types of materials used, whether they are recyclable or can be made from recycled material
- We encourage greener transport by doing any of the following:
 - o Encourage staff to walk, cycle, car share or use public transport to get to work if possible
 - o Encourage staff to use greener fuels in their personal vehicles if possible
 - o Any company vehicles (such as delivery vehicles, plant / machinery, or company cars) should be as energy efficient as possible

Community Engagement

As a business, we actively encourage doing our bit to support local communities.

- Sponsorship of or monetary donations to: local charities, sports clubs, societies, youth groups, community centres, or anything else we feel appropriate
- Support local charities etc. by donating time i.e. staff participation in volunteering days
- Supporting the surrounding community by employing local people

Measurement

It is important to regularly monitor and assess whether or not these measures are working, therefore we will regularly monitor our CSR commitment via key performance indicators.

Signed:		Emlyn Cole-Jones
October 2023	Managing Director – KMS (Europe) Limited	