



## **CSR - 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.

Dart Cubicles LLP are committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

### **Who we are and what we do**

*We are a family run and owned business, originally established in 1997. Since then we have grown to employ over 20 staff and turn over in excess of £4m per annum, selling to the UK construction market.*

### **Looking after Employees**

*We are proud of our record on employee retention. Most employees have been with us more than 10 years, and we still retain the original two who joined the founders in 1997.*

- *We are an Equal Opportunities Employer under the Human Rights Act 2010 and comply fully with the Modern Slavery Act 2015.*
- *All necessary Health & safety policies and procedures are in place, which we have externally audited. Our H&S record is exemplary.*
- *We offer staff training and personal development in order that staff may progress and be promoted.*
- *We regularly hold staff meeting at all levels and listen to feedback and suggestions.*
- *Pay and benefits are always paid correctly and on time, and wages exceed the National Living Wage. Staff are able to opt into the Workplace Pension Scheme.*
- *Any HR issues are dealt with swiftly and fairly.*
- *We do not compel staff to work excessive hours or overtime and believe family-time is very valuable.*
- *We grant 'company days' holiday between Christmas and New Year and do not deduct these from the annual statutory entitlement.*

## **Looking after Customers**

*It is so important to look after our customers, and we are strong believers in the fact that if we look after our own staff, they will in turn look after the customer in the same way without further need for interference from management.*

- *We have an enviable record of customer retention.*
- *Some of the customers we sold to in the first weeks of the business in 1997 still deal with us daily.*

## **Suppliers' Standards**

*It is vital to ensure that we use good suppliers and maintain a good working relationship with them.*

- *Suppliers must show that they adhere to the Modern Slavery Act 2015?*
- *Suppliers must show that they adhere to the Bribery Act 2010?*
- *We use local suppliers where possible.*
- *We monitor supplier performance.*

## **Protecting the Environment**

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

- *We have a commitment to and monitor waste reduction, re-use and recycling.*
- *Certain types of materials used within the business, are recyclable or can be made from recycled material.*
- *We encourage staff to cycle or walk to work if possible.*
- *If not -we encourage car-sharing.*
- *Our commercial vehicles are Euro-6 and LEZ compliant.*
- *Approximately 75% of our waste is able to be recycled by specialist contractors.*
- *We have invested in low energy LED lighting throughout our premises.*

## **Community Engagement**

- *Periodically, we commit to sponsorship of local teams, individuals etc.*
- *Charitable donations are made annually to a variety of charities.*
- *Product donations have been made to worthy organisations needing such items.*