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UK Soundproofing Specialists for the Home

Corporate Social Responsibility Policy

July 2019

We believe that a commitment to the principles of Corporate Social Responsibility ("CSR") not only makes good business sense but also complements our core business strategy and corporate values. Our policy is based on the following principles:

- To minimise the impact and maximise the benefits that our work has on the environment and people around us;
- To integrate our CSR considerations into all our business decisions;
- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice; and
- To review, annually report, and to continually strive to improve our CSR performance.

In developing our strategy and setting out our policy for the first time we aim to deliver gradual but continuous improvements in our performance every year. As a result, our approach continues to evolve as we learn lessons along the way. To help define our policy we have divided it into 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. This includes ensuring that all employees are paid at least the Living Wage, and that they have access to flexible working where appropriate.

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 company 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. Suppliers will be paid on time.

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.