



SMITH & SONS (BLETCHINGTON) LIMITED

CORPORATE SOCIAL RESPONSIBILITY POLICY

Smith & Sons (Bletchington) Limited (Smiths Bletchington) is a long established, independent family run Company serving the construction and allied industries in Oxfordshire and the surrounding counties. Our core business is the production, marketing and distribution of primary and recycled aggregates, supported by inert waste management, plant hire, construction and the operation of coarse fishing lakes.

Smiths Bletchington are committed to undertaking their business activities responsibly and sustainably, meeting the needs of customers, employees and other stakeholders, while managing the social and environmental impacts of our activities.

Health & Safety: The health, safety, welfare and wellbeing of employees, customers, suppliers, local communities and all other stakeholders who interact with our business is of paramount importance to us and will be managed by the implementation of our Health & Safety Policy and compliance with relevant legislation and regulations.

Environment: In accordance with our Environmental Policy, we are committed to continually improve the environmental performance of our operations through the development of an Environmental Management System to ISO 14001:2015 standard. We will conserve resources by reducing and recycling waste, guard against our activity causing pollution, practice care and respect for the environment, particularly with regard for our neighbours and local communities. We will ensure compliance with appropriate legislation, permits and consents. We will develop opportunities that arise from our operations to enhance biodiversity and nature conservation. We will seek to develop a sustainable business to the benefit of all stakeholders.

Employees: Through our employment policies we strive to be good employers, offering fair Terms and Conditions of Employment. We will show care and respect for all employees, current and future, treating them equally regardless of gender, age, nationality, disability, ethnicity, religious belief or sexuality. We do not tolerate harassment, abuse or bullying in the workplace. Employees will be trained to ensure they can discharge their responsibilities, and to develop their potential. We expect our employees to adopt and work to the core values outlined in this Policy.

Business Ethics: We will be honest and fair in our relationship with customers, conducting our business in accordance with agreed Terms and Conditions, supplying goods and services to the Standard of Quality required. In respect of our suppliers, contractors and other business partners, we will conduct business in accordance with our Responsible Purchasing Policy. As laid out in our Modern Slavery Policy, we will not tolerate instances of Modern Slavery or Human Trafficking, either in our own business or in our supply chain. We will guard against abuse of Competition Law and Anti Bribery legislation by our employees in accordance with our policies and procedures.



Stakeholders: Our business has many interested parties, including employees, customers, suppliers, authorities, local communities and the public as a whole. We recognise that our activities have the potential to affect the environment of our neighbours in local communities. Accordingly we will seek to liaise with these communities, both to inform them of our activities and to listen to their concerns. We will give back to the local communities in which we operate by sponsorship and donations in kind, supporting charitable and community projects to enhance biodiversity, cultural and sporting activities, and to help maintain community facilities.

Information Security: We are committed to ensuring the integrity and security of information used within the business in relation to all our stakeholders, with particular care for personal and sensitive data, through our Data Protection and Web Trading Policies.

In Smiths Bletchington, our commitment to Corporate Social Responsibility is integral to all our activities and central to the values we adhere to.

A W Smith
Joint Managing Director

April 2017