



## Social and Ethical Statement

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Chichester Stoneworks Ltd (CSW) Social and Ethical policy ensures that the company undertakes activities in a socially, ethically and environmentally responsible manner.

This includes the ethical treatment of:

- Employees
- Clients
- Contractors/Sub-Contractors
- Suppliers
- Public

The policy extends beyond the company's direct dealings with people to include the social impact of its activities.

The Managing Director is responsible for the implementation of this policy. The policy's objectives are regularly reviewed and are supported by several other specific policies and procedures which are regularly audited by external bodies, in particular the Health & Safety and Environmental Policies and the Code of Conduct

Chichester Stoneworks Ltd:

- proactively consider the social impact of any project/activity to all involved and, if relevant host communities
- enhance positive and minimise negative impacts on the collective social groups and environment
- company activities should be carried out in an ethical and lawful manner
- contribute to a sustainable world
- ensure sustainable development as part of our societal role
- operate in an environmentally friendly manner
- consider social impacts resulting from potential environmental consequences of actions
- operate in conformance with CSW's employment practices
- provide a working environment which applies and conforms to recognised occupational health and safety standards
- promote positive ethical behavior that CSW can influence (i.e. towards the environment, clients, employees and stakeholders)
- integrate social responsibilities within core management systems and decision-making processes
- identify and understand material issues, and respond to these issues
- consider the social impacts of services/products throughout the full project cycle, including any withdrawal impacts
- ensure activities respect and promote recognised principles
- not indulge in any form of corruption, including extortion and bribery.
- maintain an informative and pro-active dialogue with its supply chain through regular meetings, reports and reviews
- strive to ensure that all employees, contractors and supply chain workers are treated fairly and with respect



# CHICHESTER STONEWORKS

STONEWORK, RESTORATION, CONSERVATION

- facilitate effective communication with and between employees by various means including email, newsletters, staff presentation and meetings; and invite feedback through staff surveys
- ensure employees receive annual personal development reviews which enable identification of individual training needs
- endeavor to manage all suppliers of goods and services in an open and honest manner; with professional standards of respect and integrity
- not trade with oppressive regimes and encourage the procurement of materials and goods that are fairly traded, produced in a manner that does not use child labour or any other form of forced or inhumane treatment.
- Wherever practical, procurement of goods and materials are sustainably sourced

Signed:

Adam Stone, Managing Director

Date: July 2018