

## Sure Group

### Corporate Social Responsibility Policy

Sure takes its corporate responsibilities very seriously and we will strive to deliver an integrated approach which delivers sustainable improvements to the communities we serve.

Our commitment to Corporate Social Responsibility has no end-game, this is a journey and will continue to evolve as our communities and environment change. We are committed to sharing and learning from best practice and, a relentless pursuit of continuous improvement.

#### 1. Our Environment

We are committed to delivering industry leading environmental performance

In support of this, we aim to:

- Positively improve the environment in which we work
- To minimise waste and actively pursue re-cycling at every opportunity
- To become carbon neutral

We are committed to:

- Pursuing a joined-up approach to waste minimisation with our suppliers and customers which removes unnecessary activities and duplication
- Achieve the ISO 14001 Standard
- Prioritise material purchases and other supplies from re-cycled sources
- Use of low energy equipment and consumables
- Promoting energy saving techniques and appliances to the customers we serve
- Re-cycle 100% of materials which can be re-cycled
- To work with the Carbon Trust and other agencies to deliver a carbon neutral footprint

#### 2. Safety

Safety is not an option. No activity is so urgent or demanding that it needs to be carried out creating risk to our staff, customers and neighbours.

We are committed to providing the highest of standards and will not tolerate anything which compromises this principle.

We will continue to:

- Maintain a professionally qualified Executive Director who will lead and develop this critical area
- Induct and train all of our staff and partners in health and safety best practice
- Invest in modern equipment and ensure these are properly maintained
- Be proactive in anticipating risk, and ensuring preventative action is taken


### 3. Our Community

We have a major role to play in making our communities safe and prosperous.

In pursuit of this commitment, we will focus on the following key aims:

- To work closely with our clients, to actively participate in the communities we serve and enabling the community to shape the service we provide
- To recruit employees from the local community whenever this is possible
- To invest in training and development opportunities for individuals from disadvantaged groups
- To schedule work time for employees to participate in specific community projects
- Wherever possible, to use local suppliers
- To support local community services with use of Sure facilities, expertise and funding
- To encourage the creation of a local supply chain and contractors with all the necessary financial and management support available
- To invest a percentage of contract profits into local good causes with a particular emphasis on education programmes

**Signed**



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Darren Cunningham  
**Chief Executive**

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