



Corporate and Social Responsibility Policy

Version 2

Table of Amendments and Updates		
Version	Date	Detail
1	04.01.2021	Issue of first version
2	10.03.2023	Minor formatting and grammatical changes made throughout

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Section One - Definition

Corporate Social Responsibility (CSR) is defined as the integration of business operations and values, whereby the interests of all stakeholders including investors, customers, employees, the community, and the environment are reflected in the company's policies and actions.

Section Two – Commitment

At Rose Tree Care we are committed to:

- a. Continuous improvement in our CSR strategy.
- b. Encouraging our business partners to strive for matching performance.
- c. Acting in a socially responsible way.
- d. Continually improving our performance and meeting all relevant legislation.
- e. Encouraging our Employees, sub-contractors and all those who engage with us to be mindful of the effect of their actions on any natural resource.

Section Three - Purpose and Aims

The purpose of the policy is to make clear to all stakeholders what we mean by CSR and how we propose to work towards achieving it. The CSR policy applies throughout all of Rose Tree Care and governs our approach to all our activities.

In implementing this policy, we aim to:

- a. Be responsible.
- b. Be an exemplar of good practice.

Section Four - Standards of Business Conduct

As a Company we recognise that good CSR embraces all aspects of sustainable development and the way we affect people through our business operations.

To help us embrace this will we endeavour to:

- Assess which social issues are of most relevance during the execution of any contract (regardless of size or value) and decide at what stage in the contract lifecycle this social policy could most effectively and legally be included.
- Operate in a way that safeguards against unfair business practices.
- Adopt a responsible approach to developing relationships between companies and the communities they serve, global or local, as we believe this is a vital part of delivering business success.
- Consult with our customers when carrying out our business to help determine any environmental, social and/or economic issues.
- Ensure any of our contracts, whether issued by or carried out by us, will clearly set out agreed terms, conditions and the basis for our business relationship.
- Continually review our policies and business practices to encourage engagement with small and medium enterprises and to promote the development of the regional supply chain.

Section Five - Corporate Governance

- We will share and declare information on personal and corporate conflicts of interest and seek guidance from higher authority before acting.
- We are committed to ensuring that our business is conducted in all respects according to rigorous ethical, professional and legal standards.
- All the laws that regulate and apply will be complied with.
- We endeavour to ensure that stakeholders have confidence in the decision-making and management processes at Rose Tree Care, by the conduct and professionalism of all staff.
- All groups and individuals with whom we have a business relationship will be treated in a fair, open and respectful manner.

- Competition will be reasonable and based upon the quality, value and integrity of the products and services being supplied.
- Feedback on performance will be actively sought, and we will continually review all activities to ensure good practice is always observed.
- We will allow our customers to give feedback on our performance and ensure that all customer comments are analysed, responded to and where appropriate, acted upon.
- An Action Plan will be developed to ensure continuous improvement is achieved.

Section Six - Environment

- Our objective is to endeavour to reduce our impact on the environment through a commitment to continual improvement.
- We will continue to work with our vendors to reduce their impact on the environment.
- We do assess, use and disposal associated with the main goods we use.
- Our customers will be informed of the key issues involved in our business activities so they can make informed decisions regarding the possible impact on the environment.
- We will ensure that paper products used come from forests independently certified as well-managed according to the standards of the Forest Stewardship Council (FSC), or from recycled materials. We will strive to remove all virgin paper products throughout the company, and seek to ensure environmental alternatives are used.
- We will ensure that only bio-degradable oils and products are used within our machinery.
- We will have in place an environmental policy that will address possible impacts (both positive and negative) that our business activities may have on our natural environment.

Section Seven - Human Rights

- We aim to support and respect the protection of internationally proclaimed human rights.
- Vendors are actively encouraged to observe international human rights norms within their work.

Section Eight - Equality and Diversity

- We aim to eliminate discrimination on any grounds and promote equality of opportunity within our supply chain.
- We will ensure that our customers and vendors are able to work together in confidence and be treated with respect by each party.

Section Nine - Sustainability

- We seek to minimise the adverse environmental effects of people travelling to and from our place of work.

Section Ten - Impact on Society

- We will take steps to understand how we can most effectively support the needs of the local community and implement initiatives accordingly.
- Our impact on the local and wider community will be understood and nurtured.
- Dialogue with local communities shall be encouraged for mutual benefit.

Section Eleven - Ethics and Ethical Trading

- We will ensure clear visibility through our supply chains, so we know where all our products are made.
- Training will be provided to relevant people on environmental and social issues affecting our supply chains.
- We will ensure that vendors uphold the workplace standards and behaviours consistent with the Company's requirements.

Section Twelve - Biodiversity

- We actively encourage the use of sustainable practices across all the business activities.

Section Thirteen - Vendors (Suppliers)

- Vendors will be worked with to help us achieve our policy aspirations in the delivery of our products and services.
- We shall encourage vendors to adopt responsible business policies and practices for mutual benefit.
- Vendors are regarded as partners, and we will work with them to help us achieve our policy aspirations in the delivery of our products and services.
- We are committed to ensuring that the welfare of workers and labour conditions within our supply chain meet or exceed recognised standards.
- Where necessary, we will exert procurement (purchasing) pressure to ensure that all our vendors behave in a socially responsible way. This includes environmentally friendly products and making sure that workers are treated properly.
- We will continue to work with vendors to:
 - a. Promote more environmentally friendly products and promote these to our customers.
 - b. Reduce the amount of packaging and transit where possible.
 - c. Implement schemes to take-back, recover, re-use and recycle products at the end of their use/life.

Section Fourteen - Implementation, maintenance and review

James Rose as Managing Director accepts overall responsibility within the Company and is responsible for policy implementation.

The Managing Director may appoint competent persons to assist him with the implementation of this policy.

Signed by	James Rose
Position	Managing Director
Signature	
Date	10 th March 2023
Due date for latest revision	10 th March 2024