pbh rail group

HS23

CORPORATE SOCIAL RESPONSIBILITY POLICY

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DOCUMENT DETAILS

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AUTHOR AND ISSUE DATE

AUTHOR	Cecil Becker (QHSE Director)	**SIGNATURE**	

CORPORATE SOCIAL RESPONSIBILITY POLICY

PURPOSE

The purpose of this policy is to set out the values of the organisation in relation to corporate social responsibility, with particular emphasis on the environment.

DEFINITION

Corporate Social Responsibility (CSR) is about how companies conduct their business in an ethical way, taking account of their impact economically, socially, environmentally and in terms of human rights. CSR includes social partners such as local communities, and global responsibilities such as protecting the environment.

STATEMENT FROM PBH RAIL

"PBH Rail believes that CSR is integral to our business. We are dedicated to being a good employer, making a positive contribution to our local community and minimising our environmental impact. We believe in trustworthiness, integrity and honesty in all areas of our work. We encourage respect, dignity tolerance and fairness. We expect reliability, to keep our promises and a culture where we are careful not to harm others or the environment."

IMPACT ON THE ENVIRONMENT

PBH Rail is committed to acting responsibly, and not damaging the environment. All employees are required to take this seriously and:

- Recycle materials wherever possible
- Not print off emails unnecessarily
- Consider the ethical stance of suppliers before placing orders
- Dispose of any chemicals responsibly and carefully
- Think about the impact of their actions on the local community.

INTERACTIONS WITH THE COMMUNITY

It is important to the organisation to develop good relationships with the community where we operate. Employees are encouraged to become involved in community activities and might (depending on business demands) be allowed some time off to assist in community events. Employees must make every effort not to damage the relationships that the organisation has with the community.

INDUCTION PROCESS

All employees must be introduced to the approach PBH Rail takes to CSR and the environment during the induction process. Line managers are responsible for ensuring that this has happened, and that employees have understood all aspects of the ethical stance.

INTERACTIONS WITH CUSTOMERS AND SUPPLIERS

All interactions with clients and suppliers should follow the ethical stance of the organisation. Any deliberate non-adherence with the ethical stance might result in disciplinary action.

SERVICE DELIVERY

The delivery of all services within the organisation must be carried out within the guidelines set by the ethical stance.

COMMUNICATION

All communications from PBH Rail must adhere to the ethical stance as set out in this policy.

CORPORATE SOCIAL RESPONSIBILITY (CSR) STATEMENT

CORPORATE RESPONSIBILITY

PBH Rail believes that CSR is integral to our business. We are dedicated to making a positive contribution to our communities, being a good employer and minimising our environmental impact.

OUR WORKPLACE

PBH Rail is committed to providing:

- good workplace standards,
- decent health and safety requirements and
- fair pay and conditions.

We aim to employ a workforce that reflects the diversity of our community. Our employment policies, including a commitment to equal opportunity, are designed to attract and retain high-calibre people, regardless of age, gender, race, religion, disability, nationality or sexual orientation. It is our policy to provide staff with training and career development so they can grow and develop within the company. We offer flexible working where practicable, to help people achieve a work-life balance.

PBH Rail believes effective employee communication and consultation is particularly important in achieving our business objectives. We value employees' opinions and seek to actively involve them in the decision making process.

PBH Rail expects every member of staff to take responsibility for their performance and to work together to achieve our goals.

OUR ENVIRONMENT

PBH Rail aims to sustain and improve our natural environment for the benefit of all. We are committed to continual improvement in our environmental performance by improving the efficiency with which we use resources. We aim to comply with all relevant environmental regulation and legislation. We operate a robust environmental management system to ensure environmental issues are integrated into our business processes and practices.

PBH Rail encourages all employees to participate in activities that aim to minimise the company's environmental impact. Environmental awareness training is provided to new members of staff. We communicate regularly with our stakeholders, including shareholders, employees and clients on matters of environmental policy and practices. We also encourage suppliers to adopt the highest environmental standards.

OUR COMMUNITY

PBH Rail is an active member of the community in which we operate and aims at all times to be a good neighbour. We make a positive contribution to the local community by bringing jobs for local people. We also sponsor local causes/charities particularly those associated with children and people with disabilities. We encourage staff to

become involved in fundraising and charitable activities and allow them to nominate which organisations the company supports. Recently we have supported Kids in Action and provided sponsorship for a local children's' football team.

COMMITMENT TO ETHICAL TRADING

PBH Rail have a duty to act responsibly and to show the highest levels of ethical and moral compass, we recognise the need to communicate our commitment to key stakeholder, including suppliers and people who work with our suppliers. We are committed to being a responsible business, we seek to develop long term, mutually beneficial relationships with our stakeholders who share our ethical standard. These relationships are based on the principle of fairness, openness and honesty without exceptions. PBH Rail are committed to treating all stakeholders appropriately and promoting safe and fair working conditions, including the responsible management of environmental issues.

PBH Rail operate zero tolerance to:

- Bribery and corruption, ref HS20 – Anti-Corruption and Bribery
- Tax Evasion – ref HS56 – Criminal Finances Act (Anti-Tax Evasion Policy)
- Modern Slavery – ref HS51 – Modern Slavery Policy Statement

MODERN SLAVERY ACT 2015

Whilst not specifically subject to the legislation, we endorse the Act and undertake to our staff and our community that we will never engage in any activity which involves slavery or human trafficking. We do not believe that there is a risk of slavery or human trafficking playing a part in our business, but we will remain vigilant to the possibility. We also undertake to check our supply chain and subcontractors to ensure they are aware of the legislation and to ensure they provide us with their anti-slavery statement (if relevant) or their commitment to the principles enshrined in the Act.

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