

Corporate & Social Responsibility Policy

Mervyn Lambert Plant Ltd recognise that we must integrate our business values and operations to meet the expectations of our customers, employees, investors, suppliers, the wider community and the environment. We take seriously all feedback that we receive and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy. The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance to this policy rests with all employees throughout the company.

It is Company policy to:-

- 1 Strive to improve our environmental performance and support sustainable development through our Environmental policy.
- 2 Ensure a high level of business performance while minimising and effectively managing risk.
- 3 Register and resolve customer complaints in accordance with our published standards of service.
- 4 Support and encourage our employees to help local community organisations
- 5 Operate an equal opportunities policy for all present and potential future employees.
- 6 Offer our employees clear and fair terms of employment
- 7 Provide safeguards to ensure that all employees are treated with respect and without sexual, physical, religious or mental harassment
- 8 Provide, and strive to maintain, a clean, healthy and safe working environment
- 9 Uphold the values of honesty, partnership and fairness in our relationships
- 10 Encourage suppliers and contractors to adopt responsible business policies and practices for mutual benefit .

A copy of this Policy Statement will be issued to all employees. This Policy will be reviewed periodically and amended for current legislation, codes of practice and changing work methods.

Procedure Title		CSR Policy	
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Written By	Rob Tyson	Authorised By	Peter West
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