



Corporate Social Responsibility

For the purposes of this Policy Statement, CSR is defined as the integration of social, quality and environmental concerns into the day-to-day activities of T J Evers Ltd and how it interacts with its interested parties.

T J Evers Ltd recognises that its activities and services have a significant impact on the wide social, environmental and economic well-being in the UK. By addressing these it can also be improve the quality and performance of its core organisational processes and responsibilities.

By embracing Corporate Social Responsibility (CSR) T J Evers Ltd actively seeks opportunities to improve its environment which contribute to the well-being of its staff and communities in which it operates.

T J Evers Ltd is committed to and has established a CSR which is guided by the following principles:

- *Shared Responsibility* – CSR involves everyone in the Company, which means sharing the responsibilities of ownership as well as the rewards.
- *Openness and Accountability* – T J Evers Ltd will communicate its CSR and all other Policies, objectives and performance openly and honestly to employees, business partners and all other relevant interested parties. It will also seek their views and encourage them to communicate these with the Company.
- *Continual Improvement* – T J Evers Ltd is committed to measuring and improving its CSR performance. The Company will develop and implement specific environmental, quality and social policies and procedures, monitor its performance, set targets for improvement and report progress.
- *Compliance* – As a minimum T J Evers Ltd will meet or exceed all relevant UK and EU legislation. Where no legislation exists, it will seek to develop and implement its own appropriate standards.

Policies and processes have been developed in the following areas of CSR, which reflect the nature of the Company's day to day business activities and wider involvement with, employees, society and all other interested parties:

- **Environment** – Recognise the need to deliver services in an environmentally sustainable way and to include concern for the environment in all its activities T J Evers Ltd has implemented an Environmental Management System which complies with ISO 14001:2015 and has published an Environmental Policy Statement to that effect.
- **Relationships** – Deliver the Company's vision through developing strong relationships with its staff, partners, other external organisations and individuals, which are conducted with integrity and courtesy, and ensuring that it honours its commitments. T J Evers Ltd has implemented a Quality Management System which complies with ISO 9001:2015 and has published a Quality Policy Statement to that effect
- **Communities** – Build and maintain relationships with customers and the local communities which the Company serves and support local social businesses which share its aims. Encourage staff, and those acting on the Company's behalf, to consider the needs of others in its day-to-day business.
- **People** – Respect all staff and encourage their ongoing development and training. Promote and maintain equality and have constant regard for their

happiness, as a whole, including their welfare, health and safety, T J Evers Ltd has implemented a Health & Safety Management System and has published both a Health & Safety Policy and an Equal Opportunities Policy Statement to that effect.

- Empowerment and Communication - Encourage and promote team-working and the sharing of skills and knowledge, whilst recognising outstanding individual contribution and rewarding people fairly.

Organisation

The Managing Director of T J Evers Ltd has ultimate responsibility for CSR management within the Company and is responsible for the provision of advice and guidance on all CSR matters.

Arrangements

The CSR Policy Statement is clearly communicated to all staff and subject to review on an annual basis and will remain a focus for the company's activities.

Signed:	<i>MJ Denney</i>
	On behalf of TJ Evers Ltd
Date:	18.12.2018