

Corporate Social Responsibility Policy Statement

As a responsible provider of goods and services we believe that the long-term future of Enable Access is best served by respecting the interests of all our stakeholders: employees, partners, clients, suppliers and the wider community. We look actively for opportunities to contribute to the wellbeing of the local community and society as a whole. Our Corporate Social Responsibility policy sets out the principles we follow and the programmes we have developed to focus on the areas where we have significant impact or influence. Enable Access's corporate social responsibility efforts align with and support our overall strategic vision and objectives.

1) Basic Standards of Conduct

We will conduct our business with openness and integrity. We will not make promises above those which we reasonably foresee we can deliver. We will not offer, give, seek or receive, either directly or indirectly, inducements or other improper advantages for business or financial gain and no employee may offer, seek, give or receive any gift or payment which is, or could be, construed as such. Our Anti-Bribery policy provides more information on our stance in this regard.

2) Respect

The business, and its employees, will work within a robust environment of mutual trust and respect. This includes, but is not limited to, respect for colleagues, contractors, suppliers and clients.

3) Honesty & Accountability

We will communicate our policies, objectives and performance openly and honestly to our employees and to others with an interest in our activities, including clients and suppliers. We will encourage them to communicate with us and will seek their views.

4) Sustainable Progress

We are committed to improving our performance. We will take into account technical developments, changing scientific evidence, costs and client concerns and expectations in the development and implementation of all new social and environmental policies and procedures.

5) Demonstrable Compliance

As a minimum, we will meet or exceed all relevant legislation. Where no legislation exists we will seek to develop and implement our own appropriate standards.

6) Investment in Employees

Our employees are our greatest asset. We strive to be a responsible employer by creating an environment that gives employees the desire and ability to flourish.

7) Environment

We will take all reasonable steps to manage our operations so as to minimise our environmental impact and to promote good environmental practice. We will set and follow high standards in energy efficiency and safety. We will continue to promote responsible and sustainable methods of energy efficiency; and review regularly our business practices and performance to identify how we can improve our energy efficiency, minimise packaging and reduce water usage, waste disposal and air emissions. We have also worked hard over the last 5 years to resource our raw materials to take into account the environment by sourcing locally where we can. When choosing new suppliers we always consider UK supply first before branching out into Europe or the rest of the world.

8) Relationships

We will conduct our business relationships with integrity and courtesy. We are committed to offering our clients the highest possible standards of products and services. We recognise that both we and our clients have everything to gain if we look after your best interests and treat you fairly in all aspects of our dealings with you. Our aim is to build long-term relationships with our clients and our suppliers.

9) Communities

We will build relationships with our clients, suppliers and the local community and consider our impact on the local community. We support local charities as well as Global Charities such as RRT (Rapid Relief Team) who provide emergency support to frontline rescue workers as well as those affected by hardship and poverty both within the UK and around the world. <https://rrtglobal.org/gb/>

10) Employees

We promote equality and consider the interests of our employees including their welfare, mental health and health & safety. Our ultimate aim is the happiness of our employees through their worthwhile and satisfying employment in a successful business. We recognise that supporting our staff is crucial to the companies success and like to provide a relaxed environment to work in. To this end, we therefore provide free lunch to all our staff every day of the week.

11) Assisting Local Employment

We are committed to recruiting locally and investing in our workforce. We have frequently recruited from the town we are based in and make sure of recommendations from a local employment agency.

We also offer opportunities for young people from the surrounding area to take part in holiday work schemes which provides an excellent insight into the world of work as well as providing them with a source of income. This enables them to begin saving up money and we encourage them to save this responsibly so that they have capital available as young adults in later years to either invest in property or education.

Our commitment to corporate social responsibility is more than a business decision, it is part of our culture – part of who we are – it's the way we do business.