



# Lund Roberts (Engineers) Limited



## Corporate Social Responsibility Policy

21<sup>st</sup> January 2016

Lund Roberts (Engineers) Ltd recognises that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, inspectors, suppliers, the general community and the environment.

We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.

We take seriously all feedback received from our stakeholders and where possible maintain open dialogue to ensure that we fulfill the requirements outlined within this policy.

We shall be open and honest in communicating our strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.

The Managing Director is responsible for the implementation of this policy and will make the resources available to realise our corporate responsibilities. The general responsibility for our performance to this policy rests with all employees throughout the company.

### **Our partnership focus:**

To strive to improve our environmental performance through implementation of our *Sustainable Development and Environmental policies*.

To ensure a high level of business performance while minimising and effectively managing risks.

Through effective partnerships, we shall continue our initiatives on water efficiency, safe recreational use of water, education and environmental improvement within the community.

To register and resolve customer complaints in accordance with our published standards of service.

To operate an *Equal Opportunities policy* for all present and potential future employees.

To offer our employees clear and fair terms of employment and provide resources to enable their continual development including specific related training.

To maintain a clear and fair employee remuneration policy and shall maintain forums for employee consultation and business involvement.

To provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment.

To provide and strive to maintain a clean, healthy and safe working environment.

To uphold the values of honesty, partnership and fairness in our relationships with all stakeholders.

Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship.

We will operate in a way that will safeguard against unfair business practices.

We shall encourage suppliers and contractors to adopt responsible business policies and practices for mutual benefit.

END

Mr. D.E. Sands. 

Date 21/1/16

**Managing Director**

CRS-LRE-2013