



Commendium Ltd

Corporate Social Responsibility Policy

Ver 1.3

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1 INTRODUCTION

1.1 PRINCIPLES

This Corporate Social Responsibility (CSR) policy represents firstly a commitment by Commendium Ltd to behave responsibly and fairly and secondly to contribute to economic development while improving the quality of life for our staff as well as contributing to local communities and society. We recognise that our social, economic and environmental responsibilities are integral to our corporate vision, mission values and business success.

1.2 AUTHORITY

These Policies have the full support of the directorship of Commendium Ltd and therefore constitute an instruction. Persistent non-adherence to them is a matter for disciplinary action which is detailed in the Company Handbook.

1.3 DEFINITION

Corporate Social Responsibility (CSR) – concerns the values and principles that govern the way we operate as an organisation and behave as individuals. It is about ensuring we operate in a safe manner; have a positive impact on our people, the communities we work in and the wider environment; and finally, build the trust and respect of our customers.

2 POLICY OVERVIEW

Commendium Ltd recognises the impacts that we make on communities, the economy and the environment, we therefore actively seek to make a positive difference in the places where we operate. We aim to be good corporate citizens; so in addition to supporting local charities we are dedicated to supporting the local communities in which we operate. This Policy sets out the development and implementation of Corporate Social Responsibility activities throughout the company and supports our values as an organisation.

2.1 OBJECTIVES

The principal objectives of our CSR policy are to fulfil our social responsibility obligations without compromising our values in the activities that we do. Commendium Ltd's governing principles are at the heart of everything we do and being socially responsible is, therefore, about living those values. We are committed to ensuring that this responsibility is rooted in the way we do business and should be part of our natural progression. We aim to create an equilibrium between the development of business opportunities with our customers; ensuring our staff are stimulated and rewarded; working with and maintaining our local communities; and preserving the environment in which we operate.

We aim to create, develop and lead highly a motivated team who have up to date competencies and skills and adhere to Commendium Ltd's values. We will support our people by:

- stimulating positive communication,
- supporting training and development opportunities,
- encouraging our staff to realise their full potential.

We maintain a safe, healthy and comfortable working environment for our staff, those we work for and with the general public. We identify our responsibilities for the environment within which we work by:

- Applying policies and procedures that meet both Commendium Ltd and legislative requirements,
- promoting the safety, health and welfare of those for whom we are responsible,
- sustaining and improving the environment within which we

- operate, minimising any negative impact that we may cause.

We have defined health and safety and environmental policies that reflect national standards. We operate in a number of communities across the UK with diverse cultures and diverse needs. We aim to support and make a positive impact on these communities by:

- establishing positive relationships,
- stimulating communication and interaction,
- encouraging our staff to become involved,
- providing opportunities for sharing expertise and resources,
- supporting local charitable concerns.