

## **EXPECT DISTRIBUTION CORPORATE SOCIAL RESPONSIBILITY POLICY**

### **Overview**

We acknowledge that running our business has an effect on society. In particular, we have a responsibility to our customers, our employees and contractors as well as the broader community in which we operate.

We are committed to taking responsibility for our actions and encourage a positive contribution towards improving standards for our customers and employees, minimising our impact on the environment and improving the quality of the local community.

By putting CSR into practice, we are committed, wherever possible, to:

- Conducting ourselves responsibly and in an ethical manner
- Creating a positive and supportive working environment
- Supporting local communities
- Improving service levels to customers
- Acting fairly in our dealings with suppliers and other third parties
- Minimising the impact on our environment.

### **Communication**

We communicate this policy to our employees, customers and other stakeholders by means of our website, publicity materials, and internal memos.

We provide our employees with training on our CSR strategy and this policy and seek to raise awareness of any negative impacts of our business and methods to reduce them.

### **Responsibility and Review**

Sophie Metcalf, who is the firm's nominated officer, has overall responsibility for our CSR strategy and for implementing this policy. She has a key role in ensuring the systems and controls we have in place are effective.

All members of employees have a role to play in complying with our CSR objectives and are encouraged to make further suggestions in relation to initiatives we could undertake. If anyone has a suggestion, they should contact Sophie Metcalf, Head of HR.

We are fully committed to the highest possible standards of openness, honesty and accountability. In line with that commitment, in accordance with our *Whistleblowing Policy*, we actively encourage all employees members who have serious concerns about any real or perceived departure from the high ethical standard that we set to voice those concerns openly. Our *Whistleblowing Policy* can be found in our Employee Handbook.

We are committed to ensuring our policy remains effective. As part of our ongoing commitment, this policy is reviewed at least annually to verify its effective operation. Records of the reviews are maintained and any necessary amendments are made to the policy, as appropriate.

## **Our CSR Principles**

### **Our conduct**

We aim to adopt the highest professional standards and not to act in such a way as to compromise our firm's integrity.

We actively promote respect between our employees members in their dealings with each other and with customers and other third parties.

### **Our working environment**

We recognise that our employees are our most important resource. We actively seek to offer our employees a positive and healthy working environment and ensure that they have rewarding careers and job satisfaction.

We maintain an Employee Handbook, Health and Safety Handbook and Driver and Warehouse Manuals, which sets out the rights and expectations of all members of employees.

We seek to ensure that all employees have access to the training they need both for their own development and to enable them to deliver a high quality service. Our procedures in relation to training and development can be found within our Employee Handbook.

We consider all employees members to be equal and we aim to create a working environment which is free of unlawful discrimination. In this regard, we maintain an Equality and Diversity Policy.

### **Our community**

In considering our impact on the community we have resolved to sponsor or otherwise support local charities.

We will allow members of employees time off work to enable them to carry out work in support of their chosen charity and to encourage dialogue with local communities and groups for mutual benefit.

### **Our customers**

We are committed to delivering a high level of service to all our customers. We understand that our business exists in a very competitive market and in order to retain our customers we need to deliver a professional and courteous service.

Wherever possible, we take steps to promote equal opportunity in relation to access to the services that we provide. We take account of the diversity of the communities we serve in order to ensure that, subject to funding constraints, our services are accessible to all customers.

### **Suppliers**

We are committed to eliminating unlawful discrimination and to promoting equality and diversity in our professional dealings with suppliers and other third parties.

We endeavour to enter into clear and fair contracts with our suppliers. We commit to the timely settlement of suppliers' invoices.

Wherever possible, we aim to support the local economy by contracting with local suppliers.

## **Environment**

We are committed to behaving responsibly and to minimising our impact on the environment. We aim to minimise our impact on the environment by:

- Minimising waste and adopting sensible recycling policies in respect of our paper and food consumption
- Providing safe and comfortable working conditions
- Encouraging employees to walk or cycle to work
- Ensuring that electrical equipment and lights are off when not in use
- Ensuring that heating is turned off or down outside office hours

Responsibility for this policy, including an annual review of the policy to:

- Ensure that it remains up to date, compliant and relevant to the needs of the organisation and its customers
- Verify it is in effective operation across the practice.