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Making work better ... naturally

Ethical and Corporate Social Responsibility

Our ethical and corporate social responsibility policy has been established to set standards and provide guidelines regarding the way Enterprise Plants operates in ethical and CSR matters. It is important to incorporate this set of core values into what we do on a daily basis. The Ethical and CSR policy focuses around the following key areas:

Our Employees

Enterprise Plants greatly values the contributions our employees make to the overall success of the business. We encourage good employee communication, involvement and responsibility, both individually and as part of a team. It is recognised that personal development and optimum use of employee talent is vital to the long term success of the company.

Each employee has equal opportunities for recognition and career development regardless of their background or beliefs. No form of discrimination or harassment is tolerated. Recognition of exceptional personal contributions are regularly made through our Magic Moments Awards Scheme. We have been recognised as Investors in People since and are also ISO 9001 accredited - both awards providing external verification of our commitment to our employees.

Our Customers

Our customers expect the highest ethical and environmental standards from us which we demonstrate through our recognised accreditations and by the way we behave in business. We all play a part in demonstrating the ethics of the business in the way we deal with customers, fellow employees, suppliers and the general public. Enterprise Plants believes that integrity is a prerequisite for a successful and sustained business relationship.

Our Suppliers

Enterprise Plants aims to develop relationships with suppliers based on mutual trust with all dealings conducted in a professional manner. We undertake to pay suppliers on time and according to agreed terms. All supplier relationships are assessed against our Quality and Environmental standards with feedback given regularly. Should any supplier fail to meet our required standards we encourage them to change.

Sourcing of Materials

Enterprise Plants encourages the procurement of materials produced without child labour or any other form of forced or inhumane treatment, with materials from renewable/sustainable sources whenever practicable.

Our Community

We seek to serve and support the local and wider communities in which we operate by providing efficient and profitable services and by providing employment for local people. We choose a charity each year and raise money for it. We appreciate the impact our business has on the environment and work with the World Land Trust to preserve endangered habitats and we match any funds raised by staff for their own personal charities.

The Environment

Enterprise Plants is concerned with the conservation of the environment in its broadest sense and recognises that certain resources are finite and must be used responsibly. We will therefore:

- Use electricity from renewable sources
- Monitor and reduce vehicle emissions and improve MPG figures for our fleet of vehicles
- Use recycled materials wherever possible and recycle our own waste
- Comply with the undertakings set out in our ISO14001 manual

Health & Safety

Enterprise Plants provides healthy and safe working conditions for all employees, customers and members of the general public and does all that is reasonable and practicable to:

- Protect the health and safety of employees and minimise any adverse effects on the environment

- Provide appropriate Health and Safety training and supervision
- Implement working practices to prevent personal injury and damage to property
- Make all employees aware of risk assessments and raise awareness of their own responsibilities for the health and safety of themselves and others
- Provide appropriate health and safety equipment
- Manage risks associated with the undertaking of our business

Human Rights

Enterprise Plants is committed to the prevention of any violation of established Human Rights of any kind, particularly where child labour or undesirable forced acts are involved. This applies to both our own employees and those of our suppliers.

Regulatory compliance

- Suppliers shall comply with all national and other applicable laws and regulations.

Employment

- There is no forced, bonded or involuntary prison labour
- All employees have the right to join or form trade unions and, where a significant proportion of the workforce agree, to bargain collectively
- Employee representatives are not discriminated against in the workplace

Elimination of child labour

- Suppliers should develop or participate in and contribute to policies and programmes that provide for the transition of any child found to be performing child labour to enable her or him to attend and remain in quality education until no longer a child
- Children and young persons under 18 shall not be employed alone at night or in hazardous conditions

Right to a basic wage

- Wages paid for a standard working week meet or exceed national (or, where applicable, local) legal standards
- Wages should not be paid in kind and should be enough to meet basic needs
- Written and comprehensible information about employment conditions in respect to wages should be provided before workers enter employment
- Deductions from wages as a disciplinary measure should not be permitted

Avoidance of excessive working hours

- Standard working hours must comply with national laws and national benchmark industry standards; whichever affords greater protection to the employee
- Employees should not be required to work in excess of 48 hours per week on a regular basis and should be provided with at least one day off for every 7-day period on average

No discrimination

- A policy of equality for all should be in place and there should be no discrimination in hiring, compensation, access to training, promotion, termination or retirement based on race, caste, national origin, religion, age, disability, gender, marital status, sexual orientation, religious beliefs, union membership or political affiliation

Provision of regular employment

- To every extent possible, work performed must be on the basis of a recognised employment relationship established through national law and practice
- Obligations to employees under labour or social security laws and regulations arising from the regular employment relationship should not be avoided

No harsh or inhumane treatment

- Physical abuse, the threat of physical abuse, sexual or other harassment, verbal abuse and all other forms of intimidation shall be prohibited.

Our Social Responsibility

Enterprise Plants is committed to, and encourages, collaboration with organisations that support Fair Trade and operate non-exploitative employment practices in their own businesses and supply chains throughout the world. Enterprise Plants believes that implementation of the ethics policy:

- promotes a culture of ethical behaviour throughout the organisation
- sets clear standards for employees
- supports the principles of good corporate governance

This policy was last reviewed by the board on 9th September 2013 and seeks to be reviewed and updated annually. Any queries arising regarding this policy should be addressed to Chris Jenkin, Managing Director