

## CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

The success of our business is dependant on many different facets and we appreciate that CSR plays a key role. We recognise that we have a responsibility to engage professionally and ethically with all our stakeholders, including employees, clients, suppliers, the general public and the communities in which we work.

We have grouped our main CSR principles into the following areas:

### **Helping the environment and sustainability**

To continue to confront the environmental issues that we face and develop practices that will reduce our environmental footprint. By promoting best practice we will help our clients understand the impact that their decisions make on the environment.

### **Promoting equal opportunities**

We are committed to equality of opportunity in all aspects of employment and have policies and procedures to ensure the same treatment for all employees.

### **Promoting Health and Safety**

We will ensure that we will have regularly monitored policies and procedures in place to protect people against risks to health and safety arising out of all areas of work.

### **Supporting the community**

We believe we can make a difference by supporting charities and community events, especially those local to our areas of work. We will provide industry taster events, work experience, including placements, and partner local schools and community projects, in order to help create opportunities for employees, clients, stakeholders and the wider community.

### **Valuing our people**

We are committed to the development of our employees and provide a highly motivated team-working environment that actively supports learning and development.

### **Working together**

We actively seek feedback and work transparently to promote greater efficiencies and deliver customer satisfaction.

Responsibility for compliance with BCM's CSR policy and standards lies with Management and their staff



Brian W Morris

Effective date: July 2012