



Corporate Social Responsibility, Environment and Values Policy

July 2022 Version 1



What is Corporate Social Responsibility (CSR)?

Corporate Social Responsibility (CSR) covers ways in which companies such as Deepdale Trees regulate their activities to positively impact society. CSR policies such as this, aim to assist Deepdale to work ethically, whilst always considering the human element of operating a modern business.

As with any company, social, economic and environmental factors contribute to day to day operations. This document demonstrates how Deepdale adhere to, and where possible exceed, any relevant legislation whilst striving to operate to high standards and industry best practices.

Deepdale are fully committed to ensuring that business activities are conducted ethically and by following the CSR policy.

About Deepdale

Deepdale has extensive expertise and experience in growing and delivering trees and we're recognised as a leading tree nursery, providing trees to clients throughout the UK and Europe.

Our offices are based in Pottton, near Sandy in Bedfordshire.

How we look after our team

Our staff and wider team are a key part of making Deepdale the company it is. Many of our staff have worked for Deepdale since its early days of trading. Partly as a result of our approach and ethos, we retain many loyal and productive staff, contributing to an enjoyable working environment. Some of the steps we take to make Deepdale an exceptional place to work include:

- Training is integral to the progress of our staff. We encourage personal development and engage with training schemes and appraisals to improve skillsets
- Ensuring the health and safety of our staff and contractors is paramount. In addition to training, we regularly review practices and approaches to make our working environment as safe as possible

- We adhere to being an Equal Opportunities Employer as per the Human Rights Act 2010
- We are highly mindful of the Modern Slavery Act 2015 and have developed a separate policy dedicated to this
- We regularly review staff pay and associated benefits and have long paid above the National Living Wage. Payments are made on time to staff, contractors and suppliers

Protecting the Environment

The very nature of what we do means we are deeply committed to making sure we do what we can to protect the environment. We strive to reduce the environment impact Deepdale business activities have. This includes:

- Intelligent use of resources such as water, with waste water managed to reduce possible contamination and recycled where possible
- Reusing and recycling materials where appropriate and looking at methods to reduce raw materials through technology and better practice
- Committing to a reduction in waste and looking at ways to reduce water consumption
- Engaging with suppliers and staff to use greener transport options, encouraging remote working and meetings where appropriate
- A focus on using recycled materials where possible and where this is not achievable, using materials that can be recycled

UN Sustainable Goals

Deepdale is a proud contributor to the 17 UN sustainable development goals which aims to achieve a better and more sustainable future for all.

Our Activities, Mission, Values & Strategic Goals enable us to contribute to the following UN global goals:

- (6) Clean water and Sanitation
- (7) Affordable and clean energy
- (8) Decent work and economic growth
- (9) Industry, innovation and infrastructure
- (13) Climate action
- (17) Partnerships for the goals

Additional information on each goal can be found here - <https://sdgs.un.org/goals>

Our Customer and Supplier ethos

Our reputation is very important to us and we believe it is highly important to look after both customers and suppliers. The way we conduct business is always professional and respectful, regardless of whether we are dealing with a paying client or a company providing us goods or a service.

The reputation of a company can be lost to poor decisions and negative attitudes. To ensure interactions with Deepdale are positive, we link our ethos to our training, plus interactions with external people are respectful to create a positive lasting impression of Deepdale.

Standards of our suppliers

Any modern, forward thinking company needs strong relationships with its supplier base. We believe it's essential to use good suppliers and maintain exceptional working relationships over the long term. We also make checks on suppliers to ensure they meet our ethos and requirements, including:

- Working with local suppliers where possible
- Encouraging remote meetings where possible
- Dealing with companies that pay a Minimum or Living Wage
- Set up clear communication tools and portals, with regular communication and meetings

- Encourage that suppliers contribute to the wider society including through CSR and donations
- Encourage suppliers to adhere to the Modern Slavery Act 2015, Bribery Act 2010 and similar policies
- Work with established companies with a proven background

The wider community

Whilst we are a profit making limited company, we are aware of our wider responsibilities within the community. We aim to assist local organisations with donations and support that helps our local community.

Values

We want to make a positive impact in our communities through the work we do, but also make the environments we live in better, through improved working practices. We want our staff to enjoy the work we do and be well rewarded for that, we also want to engage with our customers and suppliers in a way that encourages good morals and ethical practices.