





Corporate Social Responsibility Policy 2023

Author:	 SafetyForward Putting People First	Date:	28.09.23
Review Date:	30.04.24		
Reviewed by:	Safety Forward Ltd		
Company Details:	The Palfreymans Ltd T/A Urban Planters		
The Plant House, Stretton Road, Tansley, Matlock, Derbyshire, DE4 5GE		 URBANplanters® for a greener world	
Responsible Person: Alan Page			

Corporate Social Responsibility

Urban Planters has always tried to engage in Corporate Social Responsibility (CSR) through charitable donations and sponsorships but has recognised that to maximise its impact and benefit to those charities and the environment, a policy was required to focus Urban Planters efforts. Urban Planters involvement in CSR activities will help:

- Cementing relationships with the local community.
- Contributing to the local economic development.
- Maintaining goodwill with key clients or contacts by supporting their initiatives.
- Improving the quality of life of Urban Planters' employees.
- Environmental issues.
- Internal - employee retention and recruitment.

Our Principles:

As a company we strive to incorporate our ethics and values to match those of our clients, our employees, the community at large and other relevant stakeholders.

We do this in various ways:

- Our approach to the people with whom we do business - our clients and suppliers.
- Through our recruitment processes, including job advertisements, appointments and induction into Urban Planters.
- We offer our employees fair and concise terms of employment and provide them with the appropriate resources to support their continued development.
- Our Equal Opportunities policies demonstrate our understanding that individuals' needs at work are different and that some may have special requirements, e.g. someone might need a holiday on a particular day for a religious event or need to have somewhere to store specially prepared food. Additionally, some employees may have a disability that requires us to make adjustments to their working environment.
- We offer a comprehensive range of family friendly policies that provide our people with the opportunity to have a good work life-balance, achieve personal goals and make a contribution to society.
- We endeavour to provide a range of benefits that are not only competitive but are also meaningful to individuals' respective lifestyle and which directly or indirectly have a positive impact on our social responsibility.
- Our policies, procedures and benefits are above government and statutory regulations, for example: maternity, paternity and annual leave entitlements.
- We aim to encourage CSR by its inclusion in our strategic planning. We ensure that our business objectives are guided by sound commercial judgment.
- Urban Planters has made a significant investment in a Competency and Development framework to enhance the skills of its people to develop business, personal and career opportunities.
- Economic growth and as far as possible, security of employment.
- Policies and procedures that encourage our staff to consider our impact on the wider environment, for example saving resources through such things as turning off lights, heating and computers outside business hours.
- Our obligations extend to the future development of the construction industry profession and the provision of career opportunities through training schemes.
- We expect our employees to contribute a high level of business performance but at the same time minimising and effectively managing risks.
- Urban Planters endeavour to provide a framework within which employees can make a contribution in whatever way they wish to, be it charitable, in partnership with the community, within the construction industry, within education and gain personal fulfilment.

- We constantly review how we can provide a fulfilling working environment and promoting a culture where people are encouraged to put forward creative ideas and challenge the status quo in an appropriate manner.
- As a company we should guard against being complacent but rather that we constantly seek ways to engage with the principles of the protection of the environment and strive to improve our environmental performance through the implementation of pragmatic environmental policies.
- We propose to encourage a dialogue with the local community with a view to making tangible contributions.
- Urban Planters promotes good health and well-being, as demonstrated in the provision of interest return to work interviews following sickness absences. Our health and safety policies and procedures also provide a safe working environment.

Policy sign off

Company Directors acceptance of responsibility for the policy and its implementation.

As Directors of Urban Planters, we accept responsibility for ensuring that Urban Planters is managed in a manner that will provide for compliance with Urban Planters' legal obligations and conformity with the objectives and requirements as detailed in this policy.

Name: (Print) Thomas Palfreyman (Managing Director)

Signature:  Date: 28th September 2023