



## **Corporate Sustainability & Social Responsibility** **Statement**

We recognize that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, suppliers, the community and the environment and to take into account development that meets the needs of the present without compromising the ability for future generations to meet their own needs and the integration of economic, environmental, and social aims, our goals, activities, and planning, with the aim of creating long-term value the company, its stakeholders, and the wider society.

We recognize that our social economic and environmental responsibilities to these stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and with our corporate policies and reducing our carbon footprint.

The Chief Executive Officer is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities.

The responsibility for our performance on this policy rests with all employees of this company.

We shall support the development of our external stakeholders through led training courses and using our facilities for all of our business partners to hold meetings. We will operate in a way that safeguards against unfair business practices.

We will encourage Employee learning and development through local courses at branch level and with external input where necessary at all levels of our business.

We shall encourage dialogue with local communities for mutual benefit.

We will register and resolve customer complaints in accordance with our standard of service.

We shall operate an equal opportunities policy for all present and potential future employees.

We shall maintain a clear and fair remuneration policy and shall maintain forums for employee consultation and business involvement.

We shall provide safeguards to ensure that all employees of whatever nationality, colour, race or religious belief are treated fairly and with respect and without sexual, physical or mental harassment.

We shall provide and strive to maintain a clean, healthy and safe working environment in line with our Health & Safety policy and safe systems of work.

This policy will be reviewed at a minimum of an annual basis and that our Environmental Policy, Anti-Slavery & Human Trafficking Policy, Health & Safety Statement & Policy, Code of Ethics Policy and Equality, Diversity and Inclusion Policy form part and should be read as part of our Corporate Sustainability & Social responsibility Statement.



To accomplish the operational goals causing the lowest impact to the environment, we need to undertake a thorough assessment of the environmental impact of our operations. This assessment should include a comprehensive analysis of the company's processes, products, and services to identify potential sources of environmental pollution and the extent of our impact on the environment.

The assessment should identify the environmental impact of operations throughout the entire company operations, from packing material and vehicle purchase all the way through to material recycling and job completion. It should also consider the use of energy and water, waste generation, and emissions to air, water, and soil.

Once the environmental impact has been assessed, we need to develop and implement a range of measures to minimize this impact and achieve its operational goals sustainably. The measures should be designed to reduce energy and water consumption, reduce waste generation, minimize emissions to air, water, and soil, and source materials sustainably.

White & Co should also consider implementing green technologies and adopting best practices to further reduce its environmental impact. For example, we could use renewable energy sources to power its operations, recycle waste materials, and implement sustainable procurement practices.

Overall, we need to demonstrate a strong commitment to reducing the environmental impact and operating sustainably. This commitment should be reflected in our policies, procedures, and practices, and should be communicated effectively to all stakeholders. By prioritizing environmental sustainability, the company can achieve its operational goals while minimizing its impact on the environment.

Ian Nicholson  
Compliance Director

1<sup>st</sup> January 2024