

## **Corporate Social Responsibility Statement**

### **1. CSR Policy:**

#### **1.1 Introduction**

Pro-Earth is an environmental conservation company. We provide companies and organisations with products, systems and services that protect and conserve the environment in a variety of ways. The prosperity of our business and of the communities within which we operate requires a commitment to the sustainable management of all our activities. We have developed a policy that affects and enhances all areas of our business and we are adopting and committing to the principles and practices set out below.

#### **1.2 Staff/People**

We are committed to the well-being and continual development of the people who work within Pro-Earth. We believe it is important to ensure everyone feels valued and appreciated. Therefore, we believe it is important to offer training, particularly with regard to environmental policy, and to give regular feedback so that everyone has a clear understanding of their role and how they contribute to the business.

Pro-Earth is a meritocracy, where everyone is recognised and rewarded based on their performance, effort, contribution and achievements.

In return, we expect employees to act with integrity towards one another and exercise high standards of business practice.

We are an equal opportunity employer and fully support diversity and fairness. Where appropriate, we aim to involve and consult regularly with employees as to the direction of the business.

#### **1.3 Customers**

At Pro-Earth, we aim to build long-term relationships with all our customers and other stakeholders by understanding their objectives as they evolve over time. We are committed to meeting their needs through innovation and development of our products and services.

Examples are our Long Term Marine Boom, which was designed specifically to meet the needs of construction companies working on or near water, offering complete protection to the environment; and a water purification system that removes heavy metals from wastewater.

We aim to give fair value, consistent quality and reliability.

We also aim to have the highest professional and ethical standards and will be honest, open and transparent in all our dealings with customers.

#### **1.4 Suppliers**

We are committed to creating and maintaining strong relationships with key suppliers and

contractors. Our policy is to choose suppliers that share our ethos in relation to employment practices, quality and environmental controls. This will be communicated to all suppliers and potential suppliers.

### **1.5 Health & Safety**

We aim to achieve and maintain the highest standards of health and safety and provide a safe and healthy working environment for all our activities.

We have a current and effective written health and safety policy that is regularly reviewed and updated.

### **1.6 Environment**

As an environmental conservation company, we believe it is important to implement an environmental policy appropriate to our business.

We are aware of our environmental impact as a business and have taken and continue to take appropriate steps to mitigate that impact, including setting environmental objectives and targets, implementing procedures and providing training so employees and contractors understand their environmental responsibilities and can seek to improve our environmental performance.

We take this further by offering our customer training in the correct use of our products so that any environmental impact of their activities are minimised or eradicated.

### **1.7 The Community**

We recognise and understand the significance of the local community within which we operate. We aim to enhance our contribution to the community by being sensitive to the needs of local people and groups and promoting ethical and socially responsible trading. We support a local charity, Guild Care, who offer dementia care services within our community. People from Pro-Earth also participate regularly in charity runs for Cancer Research and Macmillan Nurses.