heatons group

social responsibility

STRATEGY

goals and objectives

Detailed below are our short, medium and long term goals in social responsibility.

long term goals

- To champion education and funding within local non profit organisations
- Encourage a positive impact through business activities relating to sustainability and the environment

medium term goals

- Engage in charity work to make a positive impact within the community
- To protect and sustain the environment in key areas we have identified
- Promote workforce diversity
- Clearly identify progression/development within the company for employees
- Communicate achievements within our dedicated web page

short term goals

- Continue to operate honourably and ethically
- Communicate our social responsibility strategy to all employees
- Work to enhance employee wellbeing both in the workplace and at home

key performance indicators

To track our progress within Social Responsibility and to ensure alignment with our goals and objectives the following are agreed:

- Introduce regular appraisals for all employees
- Management have an open door policy
- Actively promote and support a work-life approach including sports and fitness as well as flexible working
- Ensure our employees are aware of their statutory rights
- Conduct an employee satisfaction survey to see how we can change and improve the company
- Continue to encourage staff to take part in fundraising events and acknowledge their achievements
- Join with local business and enterprises to educate on community projects

Various roles within our business have been assigned responsibility in certain areas of the carbon footprint strategy:

- Circulating the strategy to employees – Social Responsibility champion
- Determining the actions that are required to achieve each goal – Social Responsibility Champion
- Keeping track of the key performance indicators – Social Responsibility Champion
- Reviewing and signing Social Responsibility Strategy – senior management

Regular communication to keep staff aware of the CSR practices in order to keep the alignment with company values through training, education and employee involvment.

Signed: David Telding

Position: Managing Director

Date: 01/01/25

Date of Review: 01/01/27

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