

# 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

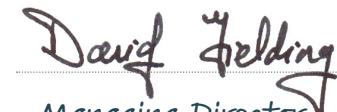
To track our progress within Social Responsibility and to ensure alignment with our goals and objectives the following are agreed:

- » 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 involvement.

Signed:   
Position: Managing Director  
Date: 21/02/24  
Date of Review: 01/05/27

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