



# Corporate Social Responsibility Policy

Building a better future through conscious decisions and shared value.

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## **Purpose, scope, and users:**

All Solutions (Leics) Ltd is committed to conducting all its business activities in a socially responsible and ethical manner. We are committed to protecting people, the environment and to support the local communities that we operate.

All Solutions (Leics) Ltd is committed to focusing on the following four key areas:

- ▶ Environmental sustainability.
- ▶ Ethical labour practices.
- ▶ Community involvement.
- ▶ Responsible governance.

This policy applies to all business functions, locations, employees, contractors, and any persons working under the control of All Solutions (Leics) Ltd, whose work may affect product or service quality.

This policy and its mandatory application will be communicated to all employees and all other interested parties.

## **Our commitments:**

Environmental responsibility -

All Solutions (Leics) Ltd are committed to minimising our environmental impacts by:

- ▶ Reducing waste and increasing recycling across operations.
- ▶ Promoting energy efficiency practices.
- ▶ Encouraging sustainable procurement.
- ▶ Complying with all environmental regulations and standards.

Ethical labour practices -

All Solutions (Leics) Ltd believe in treating all employees with fairness, respect, and integrity by:

- ▶ Providing safe and inclusive working environments.
- ▶ Ensuring fair wages and working hours.
- ▶ Rejects all forms of forced, child, or exploitative labour.
- ▶ Promoting diversity and equal opportunities.

Community engagements -

All Solutions (Leics) Ltd actively contribute to the communities in which we operate by:

- ▶ Supporting local charities, events, and initiatives.
- ▶ Encouraging employee volunteering.
- ▶ Offering work experience or mentoring to underrepresented groups.

Business Ethics & Governance -

All Solutions (Leics) Ltd maintains business ethics and governance by:

- ▶ Acting transparently and with accountability.
- ▶ Ensuring data privacy and confidentiality.
- ▶ Adhering with all legal and regulatory requirements.
- ▶ Operating with honesty in all dealings with clients and suppliers.

## **Our Workplace:**

Our aim at All Solutions (Leics) Ltd is to become an employer of choice. As such, we want our people to develop and grow in a safe environment. The company places a strong emphasis on wellbeing and as such promotes campaigns on an annual basis to support individual wellbeing, both mental and physical wellbeing.

We also believe that we have a responsibility to respect all human rights, treat individuals with civility and create a culture of fairness and consistency.

All Solutions (Leics) Ltd is committed to providing equal opportunities in all aspects of employment, and where applicable, look for ways in which we can promote and increase the diversity of our workforce.

## **Community:**

We believe that as an employer within the community, we have a responsibility and furthermore can have an influence to provide support and opportunities to individuals.

## **Environment:**

We recognise that our activities have an impact upon the environment, as such we take steps to try and reduce this impact. We are committed to continually reduce our waste streams and overall carbon footprint.

## **Supply Chain:**

Maintaining the standards within our supplier network is integral to our achievements. All Solutions (Leics) Ltd collaborates closely with our primary suppliers to guarantee their ethical and responsible conduct.

All Solutions (Leics) Ltd is against the mistreatment of labour, firmly rejecting forced or child labour, along with any form of labour that entails physical, verbal, or psychological harassment, bullying, or intimidation.

Our business is also against human trafficking and the exploitation of children, youth, or vulnerable individuals.

## **Compliance:**

All Solutions (Leics) Ltd is committed to maintaining the highest standards of integrity; therefore, All Solutions will conduct its business in an open, honest, and ethical manner.

All Solutions (Leics) Ltd is committed to measuring and auditing its performance on across its CSR initiatives. Our employees are encouraged to inform the business about any issue or suspicion that may breach this policy.

## **Monitoring & Reporting:**

Progress towards our CSR objectives will be reviewed annually and included in our company reporting processes. Responsible parties will be assigned to specific CSR actions and expected to monitor progress regularly and, where applicable, will provide information and/or training on any changes we make.

This policy will be reviewed annually or sooner if response to changes in legislation, best practice, or operational needs. Updates will be communicated to all employees and stakeholders.