

# Corporate Social Responsibility Policy

## Policy Overview

The Board of Directors, Senior Management team and all employees of PJD Group recognise the importance of approaching their responsibilities for corporate social responsibility in a co-ordinated and committed fashion.

Consultation with employees has allowed us to develop a corporate social responsibility programme comprised of:

- Our support for the local community
- Our environmental policy
- Our ethical policy

Each of the Senior Management Team has committed to bring this combined corporate social responsibility statement to the attention of all members of staff through local communication channels and via company intranet. In addition, it has been agreed that this policy will be reviewed and measured annually to ensure that our commitment to environmental responsibility, the community, and our ethical policy are as up-to-date and forward thinking as possible.

## Our Work in the Community

Involvement in the local community is of paramount importance to PJD Group. We believe that helping the local community is not just something we choose to do but is actually an important part of our business.

We understand that local businesses and communities are closely linked and that we can have a significant impact on communities as a whole. PJD Group plays an active role in contributing to these communities both through direct financial support and through the support of our Senior Management Team and staff.

We have established links with further education colleges through our apprenticeship programme and with local universities through a series of shared initiatives..

Our objective is to encourage our Senior Management Team, management and staff to play a significant part in the development of local communities. PJD Group are registered with the Business in the Community programme through which our employees can contribute to a range of social initiatives.

A copy of our Environmental & Ethical Policies are available on request.

