

Corporate Social Responsibility Policy

Steve J Martin Ltd

Purpose: This policy outlines Steve J Martin Ltd's commitment to corporate social responsibility (CSR). It establishes the framework for our CSR initiatives.

Scope: This policy applies to all employees, contractors, and visitors to our workplace, as well as our activities in all sectors.

Policy Statement: Steve J Martin Ltd is committed to:

- Contributing positively to society and the environment.
- Promoting ethical business practices.
- Supporting sustainable development.
- Engaging with our communities.

CSR Priorities: We will focus on the following CSR priorities:

- Environmental sustainability
- Social responsibility
- Ethical sourcing
- Community engagement

Environmental Sustainability:

- We will reduce our environmental impact through initiatives such as:
 - Energy efficiency
 - Waste reduction
 - Sustainable sourcing
 - Pollution prevention
- We will support environmental projects and initiatives.

Social Responsibility:

- We will promote social justice and equality.
- We will support human rights and ethical labour practices.
- We will contribute to the well-being of our communities.

Ethical Sourcing:

- We will ensure that our suppliers adhere to ethical business practices.
- We will promote sustainable and responsible sourcing.

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Steve J Martin Ltd

Community Engagement:

- We will engage with our local communities through volunteering, charitable giving, and other initiatives.
- We will support community development projects.

Responsibilities:

- **Management:**
 - Develop and implement CSR policies and procedures.
 - Ensure adequate resources are allocated for CSR initiatives.
 - Monitor and review CSR performance.
 - Investigate CSR-related issues to identify root causes and prevent recurrence.
- **Supervisors:**
 - Ensure that employees are aware of and comply with CSR procedures.
 - Promote CSR within their teams.
 - Report any CSR-related issues.
- **Employees:**
 - Comply with CSR policies and procedures.
 - Participate in CSR initiatives.
 - Report any CSR-related concerns.

Governance and Reporting:

- We will establish a governance structure to oversee our CSR initiatives.
- We will report on our CSR performance on an annual basis.

Review and Improvement:

- This policy will be reviewed regularly to ensure its effectiveness.
- We will continuously improve our CSR practices.

Steve Martin
Company Director

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