

	Document Title: Corporate and Social Responsibility Policy	
	Document Reference Number: 8	Authorised by: Bill Bowker
	Revision number: 1	Authority date: 2 nd January 2019
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This policy applies to all WH Bowker Ltd and WH Bowker International Ltd (the Company), Regional Distribution Centres and Logistics Services, which provide warehousing and transport operations within Great Britain.

It is the responsibility of the Directors to ensure this Policy is communicated to all persons in the organisation and other identified interested parties.

As a dependable and caring organisation, the Company will conduct its activities responsibly and with full regard for its legal and moral obligations to customers, employees, members of the public.

- The Company will, ensure openness and integrity in all its business dealings and that all stakeholders are treated with respect and courtesy at all times as a matter of principle.
- Everyone in our business is responsible for ensuring that all communication with our customers, suppliers and the public reflects our professionalism and efficiency, in which we store and transport goods with due regard to safety and quality and in accordance with statutory regulations.
- We aim to provide a fair and safe environment for our employees and provide them all with the equal opportunity to develop and advance within the organisation, subject to personal performance and business opportunity. We also support our employees with their training needs.
- We provide an inclusive working environment where all employees are treated with courtesy, dignity and respect. We are committed to ensuring all our employees feel valued irrespective of age, gender, sexual orientation, disability, race, religion or belief.
- We are committed to continuously improving our health and safety performance to ensure that the working environment is safe and fit for its intended purpose. Regular meetings are held with employee participation. Dedicated Health & Safety Managers are employed by the business.
- We are committed to the ongoing development of our people, providing opportunities to ensure they are equipped with the skills and knowledge to maximise business effectiveness. We will also support our people in realising their potential while contributing to the development of the business and the achievement of its objectives.
- All members of the Business will comply with the laws and regulations applicable wherever they do business. Appropriate training will be provided for employees as necessary.
- We ensure that we are energy efficient throughout the whole business. This includes turning off appliances when not in use, and a comprehensive waste and recycling programme is in place.
- The Company is committed to the management of its environmental impact. We recognise that our business activities have varying direct and indirect impacts on the society and environment in which we operate and we endeavour to manage and monitor these in a responsible manner, which includes vehicles with the latest fuel-efficient engines.
- We acknowledge our responsibilities in relation to tackling modern slavery and commit to complying with the provisions in the Modern Slavery Act 2015 and understand that this requires an ongoing review of both our internal practices in relation to our labour force.
- We will not employ young persons other than those on work placements from school, or on apprenticeships.



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This Policy shall be reviewed annually and updated as necessary and will be brought to the attention of all employees and other interested parties.

Signed:

A handwritten signature in black ink, appearing to read "Bill Bowker", is written above the printed name.

Bill Bowker
Director