



Note that this policy covers both Service Ceilings Limited t/a SCL Interiors & SCL Interiors (London) Limited

SCL aims to sustain a successful business that is respected in its ethical standing by our interested parties, which include customers, clients, regulators, suppliers, and the community. We embrace the role our business plays daily in contributing to a better society.

We are aware that the running of our business will, in many ways, affect our place of work, the community and the wider environment in which we operate. We believe that how we run our business can and should make a positive difference in these areas, and we aim to ensure that continued efforts are made to achieve that.

Our corporate social responsibilities are identifiable in the following areas:

Safety

Our priority is the safety of all employees, supply chain, clients, the public and end users. Working in partnership with our external health and safety advisors – C&C Consulting Limited, the following points emphasise our commitment to:

- Aim to have no RIDDOR incidents
- Have trained Physical and Mental Health First Aid staff on all our projects.
- Educate trade contractors on current safety activities
- Initiate conversations relating to safe practices and production of site safety using records and toolbox talks
- Exceed the expectations of our clients and the industry regarding safety performance
- Promoting a diverse and inclusive workplace where all employees are treated fairly.

Environment

Regarding Service Ceiling Limited's impact on the environment, we are committed alongside our ISO 9001:14001 accreditation to:

- Reduce our carbon footprint
- Carry out efficient printing and photocopying
- Reduce the amount of waste produced by the business, including our offices and our sites
- Recycle materials as extensively as possible
- Use technology to lessen the need for travel and promote virtual meetings wherever possible.
- Sustainable sourcing ensures that products and materials are sourced ethically and sustainably.
- Implementing energy-efficient measures to reduce energy consumption and promote renewable energy sources.

Charitable/Community Work

Our company is keen to support and become involved in community initiatives and charitable work. We do this through sponsorship, donations to national and local charities that may be suggested by our staff, and funding of community projects. Every consideration is given due consideration. This also forms part of our social value and s106 commitments to our clients.

Training and Development

SCL recognises that people are our most valuable asset, and their performance is the key to our service quality. We actively encourage our employees to take training courses, often funded by ourselves, and we offer several work experience placements in partnership with local schools and colleges.



Our people – involvement

We keep our staff fully informed of our policies and procedures and encourage them to share their ideas with us about internal processes affecting them and the way our service is provided to customers/clients. We maintain an open and honest approach to all our communications.

We also hold our suppliers accountable for ethical and sustainable practices in their operations and ensure transparency within the supply chain to identify and address potential risks.

Equal Opportunities

We are committed to providing equal opportunities for all workforce members. No account of any of the protected characteristics set out in the Equality Act 2010 shall be taken to a detrimental effect in any decision involving recruitment, promotion, or provision of facilities. For more details, please refer to our Equalities, Diversity & Inclusion Policy MSP18.

Business Conduct

As a business, we focus on:

- Maintaining a strong and competent service
- Treating clients as mutual partners and working with sub-contractors, suppliers and our workforce fairly and ethically by implementing policies to prevent bribery and corruption in all business dealings.

SCL’s reputation dictates high quality, robust management systems and safe working environments. We aim to safely complete all projects on time, within budget and to the required quality. We operate a quality management system that is fully compliant with BS EN ISO 9001:2015, which is linked to the group business strategy and key performance indicators (KPIs)

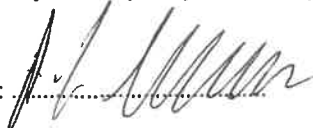
Supply Chain Management:

SCL only employs suppliers and subcontractors whose ethics and values align with our own. We will maintain strong working relationships and standards by consistently meeting agreed payment terms and evaluating services provided. Early novation of each project management team, suppliers, and subcontractors guarantees clients that we operate with a common goal and a shared vision from the onset.

Quality Satisfaction

Through excellent planning, employing quality people, and a commitment to innovation and value engineering, we understand and meet and exceed the needs and expectations of our clients and other interested parties.

This policy will be reviewed annually in line unless there is a requirement for it to be reviewed earlier and the responsibility of this policy will be implemented by Directors.

Signed: 

Name: ADAM NURSE

Date: 08.08.24

Position: DIRECTOR