

WILLIAM TURNER

**Corporate
Social
Responsibility
(CSR)**

June 2025

Introduction

At William Turner Ltd, we recognise that as a business—regardless of size—our decisions and operations have a broader impact on society, the environment, and the communities in which we operate. We are committed to conducting our business in a responsible, ethical, and sustainable manner, and to contributing positively to the world around us.

This Corporate Social Responsibility (CSR) Policy sets out the guiding principles by which we aim to operate as a responsible business.

1. Environmental Responsibility

We are committed to environmental sustainability across all business activities. Our goal is to minimise our ecological footprint, ensure compliance with all environmental laws, and encourage proactive environmental stewardship throughout our value chain.

Key commitments:

- Regularly assess and review the environmental impact of our operations.
- Reduce waste, energy consumption, and emissions at every opportunity.
- Use recyclable, renewable, and low-impact materials wherever feasible.
- Promote digital workflows to reduce paper and printing use.
- Encourage sustainable behaviours among staff, clients, and suppliers.
- Prevent pollution and ensure safe handling of any environmentally sensitive materials.
- Prioritise eco-conscious travel policies, remote collaboration, and energy-efficient practices.

2. Ethical Business Practices

We are committed to ethical governance, transparency, and integrity in everything we do.

Our standards include:

- Fair treatment of employees and workers, with zero tolerance for discrimination, harassment, or exploitation.
- Compliance with all laws and regulations, including employment, health & safety, data protection, anti-bribery, and modern slavery legislation.
- Promoting fair pay, dignity at work, and professional development for all employees.
- Conducting all marketing and communications with honesty, accuracy, and responsibility.

3. Community Engagement and Social Impact

- We believe in contributing to the well-being of the communities where we work and source materials.

Our commitments include:

- Sourcing locally where possible, to reduce transport emissions and support local economies.
- Building meaningful, long-term relationships with community groups, charities, and educational institutions.
- Supporting volunteering, fundraising, and donation activities led by our staff.
- Ensuring our business practices do not harm vulnerable groups, including children and marginalised communities.

4. Sustainable Supply Chain

Our supply chain is an extension of our values. We seek to build partnerships with suppliers and subcontractors who share our commitment to responsibility, fairness, and sustainability.

Expectations from suppliers:

- Operate in compliance with labour, environmental, and human rights standards.
- Disclose the full chain of production and comply with our Anti-Bribery, Child Labour, and Ethical Sourcing Policies.
- Use sustainable or locally sourced materials when feasible.
- Engage in fair labour practices and promote safe working conditions.

5. Implementation & Accountability

CSR is embedded into our company's culture, planning, and decision-making. While ultimate responsibility lies with the Directors, every employee and partner shares accountability for implementing our CSR values.

We ensure this through:

- Staff training and awareness on CSR issues.
- Integrating sustainability goals into daily operations.
- Providing open channels for suggestions and concerns from employees, clients, and the public.
- Documenting and monitoring performance in line with our CSR targets.

6. Monitoring, Review & Continuous Improvement

We view CSR as an evolving commitment. The company will:

- Conduct annual reviews of environmental and social performance.
- Monitor compliance with this policy through internal audits and supplier assessments.
- Set measurable goals for continuous improvement in areas such as emissions reduction, ethical sourcing, and social engagement.
- Encourage all stakeholders to participate in identifying new opportunities for positive impact.

7. Communication and Transparency

This policy is shared internally with all staff and externally with suppliers, subcontractors, clients, and the public. It is available on request and communicated regularly to reinforce our commitment to responsible business practices.

Signed:
Position: Managing Director
Print Name: Bruce Freeland
Date of Issue:

William Turner & Son Ltd

Building 6, Swift Court, Scott Drive,
Altrincham, Cheshire, WA15 8AB

Registered Company: No. 01819061

Tel: 0161 480 8582

Email: sales@william-turner.co.uk

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