



BUILDPASS

Corporate and social responsibility policy

Latest Revision: 1



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1. Statement

Here at Buildpass, we are fully committed to integrating social and environmental concerns into our business operations.

The way we act as a company has a direct effect on our reputation as a company, therefore we believe that it is our responsibility to create a socially and environmentally responsible business and to create and represent a shared set of values amongst those we employ, those we work alongside and those we work for.

As a company, we aim to give back to the world as much as it gives to us. We have designed this Corporate and Social Responsibility (CSR) policy to demonstrate our commitment towards this aim.

We are aware that, as a company, we do not operate alone, that we are part of, have an impact upon and benefit from a vast community of people, organisations and the natural world. We therefore believe it is our social responsibility to give back as much as we can, wherever we can. We believe the best way to achieve this is via four sets of values.

1. Operating ethically and legally at all times
2. Operating in a way that benefits our environment
3. To ensure that we are at the heart of the local community that we operate within
4. Being proactive and helping, wherever we can

2. Ethical and Legal Responsibilities

We are committed to the most robust ethical principles; afterall, protecting our environment is why we created Buildpass in the first place. This means that we are dedicated to following our ethical and legal responsibilities with a fine tooth comb. These include:

- Respecting the law - We are committed to continually abiding by the laws, bylaws and legislation within our industry, to maintaining best practices and to being examples to others in our field.
- Ensuring that our business operations are legal, decent, honest and truthful at all times- We are committed to keeping our business transactions, partnerships, collaborations and financial dealings open and transparent and by operating with the utmost integrity at all times. For more details, see our specific Anti-Bribery and Corruption policy.
- By operating with integrity and respect towards human rights- We are dedicated to protecting human rights, by abiding by all fair labour practices and creating an inclusive working environment where everyone is treated with respect, courtesy and dignity, regardless of their gender, ethnicity, sexual orientation, disability or age. For more information see our company Equal Opportunities and Modern Slavery Policies.
- By creating a safe, respectful and pleasant working environment - We want Buildpass to be a place where people feel happy, fulfilled and respected. We are committed to maintaining and continuously improving standards of occupational health and safety so that ALL people impacted by our work (customers and clients alike) can benefit. For more information see our company Health and Safety Policy
- By keeping our environment clean and unpolluted, to following best practices, taking active steps as a company to minimise our environmental impact and actively working towards a working environment that gives due regard to environmental concerns. For more information, see our company Environmental Policy.



3. Community

We are committed to providing value to the local community and society in which we operate and in fostering positive relationships with our neighbours, therefore we will actively seek to be of benefit to the community wherever possible.

We will do this by providing contributions, sponsorships, investment and active time engagement with local charities, non-profit organisations, educational programs and community events, by utilising our specific skills and abilities to aid community projects and also by partaking with smaller fundraising efforts within the business, wherever possible.

4. Proactivity

Whilst we endeavour to set the highest example, we believe that it is vital that these commitments are not just fostered within us as an individual company but also within the other companies that we work for or alongside. Therefore, we will actively ensure that all of our suppliers, clients, sub-contractors, and any other companies with which we have relationships operate with the utmost integrity and to the highest standards at all times. Where companies fall below these standards, we will either seek to provide help or advice where appropriate, to inform the relevant authorities, or to end our relationships should the situation become untenable.

5. Responsibility

The fact is that we have a responsibility to not only set these goals and implement the right CSR measures, but we need to be held accountable for our actions.

Here at Buildpass, our door is always open. If you think that there is a better way for us to work, we want to know. If you see something that you aren't happy with, tell us. We are always receptive to suggestions and will listen carefully to ideas in order to improve and - hopefully - perfect our company operations.

As part of this, we are committed to our continuous education. We will be proactive when it comes to training opportunities; we are always looking for new ways to add strings to our bow. If our standards ever fall, or if we ever make a mistake, we will own up to it and work tirelessly to correct the issues with the highest urgency.

We want to set an example for the rest of the industry, and we want to know that we are being as socially and environmentally responsible as possible. We won't stop pushing ourselves until we make that a reality.





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