

# ACD SERVICES UK LTD

Eastlands, 33 East Mersea Road, West Mersea, Colchester, Essex CO5 8SU

## Corporate Social Responsibility Policy Statement

ACD Services UK Ltd was incorporated in 2014, having originally been established as a sole trader in 1979, and provides a range of drainage services to a diverse customer base including industrial, commercial, retail, leisure and the general public. It is a family owned company based in West Mersea, Colchester and employs 7 people.

As a responsible company and employer the Directors of ACD Services UK Ltd recognise the importance of meeting our legal, social, ethical, economic and environmental responsibilities during the course of our business.

The Directors of the company will ensure:

We comply with all legal requirements during the conduct of our business relating to employment and skills, health and safety, disciplinary practices, working hours, remuneration, equality and diversity, environmental management

In addition the Directors will continually work towards the following ethical values:

Conducting the business with integrity and with respect to human rights

Promoting anti-bribery and anti-corruption practices

Pro actively working towards preserving the environment. For example: recycling, conserving energy, using local suppliers where practicable, reducing emissions and fuel use.

Suppliers to ACD Services UK Ltd will be expected to be socially responsible and operate ethically

The policy is applicable to all aspects of the company including offices, sites, workshops, service activities and transport and covers all Directors and employees and all aspects of its work

A copy of this policy has been given to and discussed in detail with all employees.

The Managing Director has ultimate responsibility for the Corporate Social Responsibility of the company. However it is agreed that all employees have a responsibility within their own areas of work to help ensure that the Corporate Social Responsibility Policy is embedded within the whole of the company.

This policy will be reviewed annually and the next policy review date is **1<sup>st</sup> January 2019**

Signed:  Jonathan Mills (Managing Director) Dated: 1<sup>st</sup> January 2018

