

Social Values Policy

Complete Fixing Solutions Limited

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SOCIAL VALUES STATEMENT OF INTENT

At Complete Fixing Solutions Ltd, our mission is to make a positive impact on society through our business practices. We are committed to upholding ethical standards, promoting sustainability, and fostering diversity in everything we do.

First and foremost, we actively engage with local communities, listening to their needs and supporting initiatives that contribute to their growth and development. By collaborating with community organisations, we aim to address social challenges and create meaningful change.

Secondly, we prioritise environmental sustainability by responsibly sourcing timber products and promoting eco-friendly practices. We are proud of our FSC accreditation, which ensures that our timber comes from sustainably managed forests, protecting biodiversity and supporting local communities.

Moreover, we value diversity within our workforce and strive to create an inclusive environment where everyone feels valued and respected. We provide equal employment opportunities, support career growth, and prioritise the well-being of our employees.

Through our commitment to social responsibility, we engage in charitable activities and support initiatives that bring about positive social change. We continuously evaluate our practices, set goals, and seek feedback to improve our impact and contribute to building a better society.

By aligning our actions with this Statement of Intent, we are dedicated to integrating social values into every aspect of our business, working towards a more sustainable, inclusive, and prosperous future for all.

Community Engagement:

- We actively engage with local communities, understanding their needs and concerns.
- We support community initiatives and contribute to local development projects whenever possible.
- We foster relationships with community organisations and seek opportunities to collaborate on social initiatives.

Environmental Sustainability (FSC Accreditation):

- As an FSC-accredited company, we are committed to responsible sourcing of timber products.
- We ensure that our timber is sourced from sustainably managed forests, promoting environmental conservation.
- We comply with FSC's stringent standards to reduce deforestation, protect wildlife habitats, and support local communities.

Ethical Sourcing:

- We prioritise suppliers who adhere to ethical standards and share our commitment to social responsibility.
- We seek suppliers who follow fair trade practices and comply with environmental regulations.
- By promoting ethical sourcing, we support the well-being of workers and communities within our supply chain.

Diverse Workforce:

- We value diversity and inclusion within our workforce and actively promote equal employment opportunities.
- We foster an inclusive workplace culture that respects and appreciates individual differences.
- We aim to create a diverse team, reflecting the communities we serve, and ensure fair treatment and career development opportunities for all employees.

Employee Well-being:

- We prioritise the health, safety, and well-being of our employees.
- We provide a safe working environment, conduct regular risk assessments, and maintain compliance with health and safety regulations.
- We offer training and development opportunities to enhance employee skills and promote professional growth.

Social Responsibility:

- We actively participate in social initiatives and contribute to charitable causes aligned with our values.
- We encourage our employees to engage in volunteering and community service activities.
- Through our actions, we strive to be a responsible corporate citizen and positively impact society.

Continuous Improvement:

- We regularly review our social values practices and seek opportunities for improvement.
- We set measurable goals and track our progress towards creating social value.
- We engage with stakeholders, including customers and employees, to gather feedback and enhance our social impact.

By adhering to this Social Values Policy, we aim to demonstrate our commitment to social responsibility, environmental sustainability (as per our FSC accreditation), and diversity within our workforce. We believe that by integrating these principles into our business operations, we can contribute to a more inclusive, sustainable, and prosperous society.