



## **Social Responsibility Policy**

Tru7 Group is committed to carrying out our business in a responsible and sustainable way, as it is a vital and integral part of the way we conduct this business. We are committed to operating and behaving in a manner that is beneficial to our Employees, Customers, Suppliers, the Environment, and the Wider Community.

These five groups are key areas that contribute to our corporate social responsibility.

### **Our Employees**

We value and respect the things that make our staff individuals and are committed to creating a culture of inclusion and diversity.

We provide training for all our people to put them in the best position to do their job well and realise their potential.

Everyone at Tru7 Group, regardless of role or level, will have opportunity to progress in the company. As evidenced by our level of staff retention, we believe that supporting individual growth and development helps us attract and retain motivated individuals.

### **Our customers**

Without our customers, we have no business. Therefore, we continually work to ensure we are providing the best service possible. We seek to be honest and fair in our working relationships and strive to avoid any form of confrontational or excessively "contractual" behaviour.

Above all our aim is to enjoy working with our customers.

### **Our Suppliers**

Our hard-earned reputation is very important to us and to help protect this, we shall not knowingly work with any organisation that does not share our commitment and values. We believe in the principles of dealing with our suppliers in a fair and open manner.

### **Our Environment**

We believe in caring for our environment for future generations and is at the very core of our business. We ensure our operations incorporate environmental good practice, maximise recycling and minimise waste to landfill. Our plant and machinery are modern and well maintained, ensuring emissions are as small as possible.

### **Our Local Communities**

We understand that our business has an impact upon the wider community and believe in and support local initiatives, charities, and our employees where we can. We provide support to several local school and youth sports clubs. We encourage employees to volunteer of fundraise and will provide time off and company support to facilitate time in the community.