

CORPORATE SOCIAL RESPONSIBILITY POLICY

Deanston Cooper Ltd recognises that its business activities have a significant impact on the wider social, environmental and economic well-being of the UK. We are committed to being a responsible business because it matters to us and the people who work here. We also believe that improving our understanding and delivery of our social, environmental and economic responsibilities is important to our success as a leading recruitment company and in improving our understanding of the local markets and communities we work in.

OUR COMMITMENT IS TO:

- Always act with honesty and integrity.
- Establish trust, respect and a mutually beneficial business relationship with all clients, candidates and business partners.
- Pursue dialogue in all situations.
- Insist on transparency at all times and in all business dealings.
- Ensure all legal and moral obligations are exceeded and can be demonstrated.
- Develop people who work for us and with us.
- Provide a safe and secure workplace and promote good health and safety practices.
- Offer excellent working conditions and review them constantly.
- Encourage strategies, processes and behaviors consistent with diversity and inclusiveness.
- Ensure that diversity is seen as a positive policy.
- Engage with private and public bodies in moral, not for profit projects.
- Look for all information and situations to improve our corporate and social surroundings.
- Minimise our impact on the environment through a commitment to continual improvement.

Mr R McCaig, Managing Director, has overall responsibility for social, environmental and economic matters. Management have responsibility for communicating and implementing this policy throughout the company. All employees are expected to act in accordance with this policy at all times.

This policy is to be reviewed annually at management review meetings.



Russell McCaig, Managing Director

Date: 1st March 2016