



Clearwater DC 2001 Ltd realises its responsibilities to its employees, the environment and the community. We have taken into considerations the opinions of both our work force and other interested parties in the formulation of this policy. Our Sustainability policy is closely interactive with this statement.

Business Ethics

Behave with honesty, integrity, openness and respect for human rights in all our activities and relationships with others, this incorporates our consideration of Modern Slavery Act 2015 inclusive of Child Labour. We respect the legitimate interests of third parties with whom we have dealings in the course of our business.

Deliver the quality of service promised and expected, as set out in our Policy. All concerns with regard to Modern slavery can be communicated directly to the Managing Director in confidence.

Employees Learning and Development

Respect the rights and dignity of every employee and treat them fairly and without discrimination as set out in our Equality and Diversity policy. Develop a workforce with mutual trust and respect, where every person feels responsible for the performance and reputation of the company.

Recognise employees' individual and team contribution and reward them appropriately, Provide learning and development opportunity for all employees, we are actively investing in the future by training today.

Diversity

We recognise that our employee profile, in terms of diversity, presents us with many challenges. As an industry, we recognise that we must attract younger recruits to our sector, to this end where the opportunity arises we will endeavour to offer apprenticeships where appropriate.

We endorse an Equal Opportunity and Diversity policy which underpins the requirements of our community planning policy.

Community Focus

Support local and national charities and support local community groups. Foster good relationships with the communities in which we work and build community partnerships that deliver positive change. We will measure our community interaction performance Donations and Support, Community Complaints, Diversity of workforce, Staff retention, Staff learning and development.

Suppliers and Contractors

Seek to be honest and fair in our relationships with suppliers and contractors. Encourage suppliers and contractors to abide by our standards and work to improve their own quality, environmental, health and safety performance. We will endeavour to source from local providers, we will ensure our purchased products are from sustainable and ethical origins.



Health and Safety & Environment

Create and maintain a safe and healthy working environment for our employees, customers and the community as set out in our Health and Safety Policy.

Make continual improvement in the management of our environmental impact as set out in our Environmental Policy, providing resource to assist in activity aimed at re-invigorating environmentally sensitive sites in cooperation with local authority.

Public Reporting

This policy and any relative systems, procedures or documentation will be available to the public domain. This will provide assurance that the organisations activities will be controlled and improved upon to ensure continued environmental, health, safety & welfare of its stakeholders.

Signed

Murray Pitcairn
Managing Director

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