



Corporate Social Responsibility Policy

DEFINITION

Corporate social responsibility (CSR) is a concept whereby an organisation recognises that its business operations and processes may have an impact on social, economic and environmental issues outside of the workplace. It also represents a commitment to ensuring and maintaining socially responsible behaviour in an organisation.

PURPOSE

PA Hollingworth & Co Ltd recognises that CSR issues are of increasing importance to our staff and stakeholders and are fundamental to the continued success of the business. We seek to sustain a business that is successful and respected in its ethical standing by our customers, clients, investors, regulators, suppliers and the community. We embrace the role our business plays on a day-to-day basis in contributing to a better society.

STATEMENT

PA Hollingworth & Co Ltd are committed to providing our clients with an unrivalled level of service, expertise and support across all our projects and business operations.

We will work in a committed and diligent manner placing safety, consistency and the environment as our key priorities.

We believe that construction and redevelopment of any property can be a major contributor to improving quality of life.

We will support, train and encourage our employees and supply chain to ensure we have a positive impact on the lives of the people we work with.

We will keep the wider community engaged in our operations whilst ensuring their safety and trust is maintained.

POLICY

We are aware that the running of our business will, in many ways, affect our place of work, the community and the wider environment in which we operate. We believe that the way we run our business can and should make a positive difference in these areas and we aim to ensure that continued efforts are made to achieve that.

Our corporate social responsibilities are identifiable in the following areas:

SAFETY

The safety of our clients, staff, contractors and the public are our priority. The following points emphasise our commitment to:

- Aim to have no RIDDOR reportable incidents
- Have trained Physical and Mental First Aid staff on all our projects
- Initiate conversations relating to safe practices on site

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- Consult our employees frequently in matters relating to Health and Safety
- Exceed the expectations of our clients and the industry in regard to safety performance

ENVIRONMENT

Recognising our impact upon the environment, we are committed, amongst other initiatives, to:

- Reduce our carbon footprint
- Carry out efficient printing and photocopying
- Reduce the amount of waste produced by the business
- Ensure that water/electricity is used responsibly by our staff
- Recycle materials as extensively as possible
- Use technology to lessen the need for travel
- Promote virtual meetings whenever possible

CHARITABLE/COMMUNITY WORK

Our organisation is keen to support and become involved in community initiatives and charitable work. We do this in the form of sponsorship, donations to national and local charities which may be suggested by our staff, and the funding of local community projects. Every suggestion is given due consideration.

EDUCATION

We recognise the importance of education in our community and supporting individuals during this process is key to advancement. We actively encourage our employees to take up training courses, often funded by ourselves, and we offer several work experience placements in partnership with local schools and colleges.

OUR EMPLOYEES

We keep our staff fully informed of our policies and procedures and we encourage them to share their ideas with us on both internal processes affecting them, and the way our service is provided to customers/clients. We maintain an open and honest approach to all our communications.

We respect the values of employees, providing good conditions of work and equal opportunities, improving employee satisfaction and through training, developing their intellectual capacity for the greater benefit of the company. We firmly embrace the mantra “Your CV is our CV”.

EQUAL OPPORTUNITIES

We are committed to providing an environment of equal opportunities for all members of our workforce. No account of any of the protected characteristics set out in the Equality Act 2010 shall be taken to a detrimental effect in any decision involving recruitment, promotion, provision of facilities etc. Further information can be found in our Equality & Diversity Policy.

BUSINESS PARTNERSHIPS

We will strive to engage with local suppliers and businesses where possible to meet the business’ operational needs, to support businesses within our area and decrease our carbon footprint.

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In respect of our entire CSR initiative, we expect no lesser standards from our suppliers and business partners.

ETHOS

We actively encourage high standards of both personal and professional accountability throughout the company and provide a stable framework by way of policies to manage the risk of unethical behaviour.

ONGOING COMMITMENT

We are fully committed to the principle of CSR and aim to ensure that no relevant policy decisions are made within the business, without first evaluating the potential CSR impact.

It is the aim of P.A. Hollingworth & Co Ltd to ensure that this policy is properly implemented, monitored and periodically reviewed, in accordance with the relevant statutory provisions.

Signed: 

Name: Peter Hollingworth

Position: Director

Dated: 9th February 2024

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