

## **CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT**

Pickering's Hire Limited t/a Pickering's acknowledges the importance of conducting our business in a socially responsible manner.

We demonstrate this by the way we look after the wellbeing of our people, customers, contractors and the wider community where we carry out our undertakings, in the understanding that Corporate Social Responsibility (CSR) is a vital component of good business management.

The Managing Director, Regional Directors and Managers are responsible for the leadership and strategic direction of our Company by establishing, embedding, maintaining and reviewing our values and standards.

We know that appointing the right people is integral to creating a considerate and rewarding workplace. We invest in the training and career development of our people and encourage and support them to participate with local communities and charities. We will nominate and support national charities every year and be a considerate contractor.

We will strive to continually minimise our environmental impact of our operations through innovation of our products, processes, ongoing reduction in our vehicular carbon emissions and waste to landfill. Suppliers will also be expected to provide us sustainable product components.

In the understanding that everyone benefits from bodies such as the NHS and the Department for Education, we will take no part in tax avoidance schemes and always pay our share of contributions



*Signed:*

***Neil Moss - Managing Director***

*Date: 17/04/2023*