

## CORPORATE SOCIAL RESPONSIBILITY POLICY

Tandem Creative have adopted corporate social responsibility principles as we understand the impact of our practices on the wider world. We are responsible in the treatment of our employees, our environment and our local community to ensure that our business activities have a positive impact.

The presence of corporate social responsibility principles also show that we are dedicated to maintaining high environmental, human rights and ethical standards for the benefit of all stakeholders, and via our business activities, uphold the rights of our employees and supplier employees.

In addition to making financial contributions and furniture donations to local charities and community organisations, we recognise that lasting success is built on credible business practices and the prevention of unfavourable working practices such as fraudulent accounting and labour exploitation.

In terms of labour practices, no employee is discriminated against due to their gender, race, disability, sexuality, age or religion/belief, enforced through the Equality Act 2010. We are committed to ethical purchasing and the purchase of goods and/or services that are produced and delivered under conditions that do not involve the exploitation or abuse of any persons. Additionally we check that suppliers have an Equal Opportunities Policy in place illustrating their commitment to opposition against unlawful and unfair discrimination.

Tandem Creative adhere to the Working Time Regulations (1998) and Working Time (Amendment) Regulations 2003 ensuring that no adult worker works more than 48 hours a week on average (normally averaged over a 17 week period) and once again we ask that our suppliers do the same.

We aim to have a positive impact on our local community and minimise any negative impact that our business may have. We recruit staff through local recruitment sources, employ local contractors where possible, make regular charitable contributions and involve staff in local community and/or charity events.



Signed:

Name: Andrew Denbury  
Position: Managing Director  
Date: 1 January 2018

Review Date: 31 December 2018