

Social Values & Responsibility Policy

Introduction

At New Century Doors we have long held the belief that we have a responsibility to not only comply with all relative legislation that governs our Corporate surroundings, but to also go above and beyond these legal requirements; to establish a moral and ethical framework within which to run our operations.

Policy Aims

The following document outlines how New Century Doors embodies Corporate Social Responsibility (CSR) in the way that we do business as well as how it is integrated into our other corporate policies. This policy also provides examples of how the Company implements CSR in its current operations.

Our Ambitions

- To adopt Social Values into all our business activities. In particular adding value to the local area with jobs, recycling and environmental concerns.
- To be an Equal Opportunity employer, promoting diversity in the workforce and ensuring a fair internal and external recruitment process
- To promote environmentally-friendly working practices such as recycling, waste reduction, transportation and energy efficiency
- To constantly review and improve our efficiencies in order to lower energy consumption and reduce our overall carbon footprint
- To provide a platform for employees to raise concerns regarding any illegal, illicit or suspicious behaviour, either inside or outside the business, without fear or prejudice or reprisal
- To ensure our employees are being treated fairly in the workplace, and that employees have the opportunity to raise any concerns they may have without fear of prejudice or discrimination
- To promote the use of fair and transparent business practices whilst still pursuing competitive advantage
- To provide clear contractual terms and company policies to all employees in order to clearly define the working relationship, adhering to legislation relating to employment rights.
- To build positive long-lasting relationships with our external stakeholders such as suppliers, customers, business partners and the local community
- To be the ethical brand of choice within the UPVC industry

Implementing and reviewing the Policy

Overall responsibility for policy implementation and review rests with the Company senior management. The Company will inform all employees of the policy and any amendments to the policy.