

# Social Aims Policy

Updated Feb 2024

At Carswell Gould, we recognise the importance of being a socially responsible business that contributes positively to our community and the wider society. We are committed to integrating social aims into our business practices and operations. Our social aims policy encompasses the following key principles:

**Community Engagement:** We actively seek opportunities to engage with and support our local community, in the UK, and beyond. This includes volunteering, participating in community events, and collaborating with local organisations to address social issues.

**Environmental Sustainability:** We are dedicated to minimising our environmental impact and promoting sustainability. This involves reducing waste, conserving resources, and adopting eco-friendly practices in our day-to-day operations. We aim to continually improve our environmental performance and encourage our employees to embrace sustainable habits.

**Diversity and Inclusion:** We value diversity and strive to create an inclusive work environment where everyone feels respected, valued, and empowered to contribute their unique perspectives. We are committed to promoting diversity in our workforce, suppliers, and partners, and to fostering a culture of inclusion where all individuals have equal opportunities for growth and advancement.

**Ethical Business Practices:** We uphold high standards of integrity and ethics in all aspects of our business. This includes conducting business with honesty, fairness, and transparency, and adhering to legal and regulatory requirements. We are committed to ethical sourcing, fair labour practices, and responsible marketing, and we expect the same from our suppliers and partners.

**Social Impact Initiatives:** We proactively seek opportunities to make a positive impact on society through our work. This may involve supporting social causes, donating our time and resources to charitable organisations, or using our expertise to address pressing social issues. We are committed to leveraging our skills and resources for the greater good and creating meaningful change in the world.

**Continuous Improvement:** We are committed to continually reviewing and improving our social aims policy and practices to ensure that we are making a meaningful and sustainable impact. We welcome feedback from our employees, clients, and stakeholders and are open to new ideas and initiatives that align with our social responsibility goals.

By adhering to these principles, Carswell Gould aims to be a responsible corporate citizen that contributes positively to society while achieving our business objectives.

We believe that by integrating social aims into our core business strategy, we can create long-term value for our company, our stakeholders, and the communities we serve.