

Corporate Responsibility

At Anglia Suspended Ceilings, we take our corporate responsibility seriously, and believe that it is an intrinsic component of our business management. As such we seek to ensure we apply the expected principles across all areas of what we do.

We have adopted a holistic CSR strategy with a long term ethical approach and are committed to implementing sustainable management decisions with a determined position through our goals and objectives.

We recognise that these principles need to be balanced with what is right for our business, our performance, and our continuing development and success. In achieving this balance as a core value we:

- Are able to attract, develop and retain talented staff
- Are able to build close relationships with our customers and suppliers
- Are able to engage with and support our local communities
- Are able to impact positively on our environment

Our Staff

Corporate Responsibility starts with our staff. We are proud of our staff and recognise that they represent our greatest asset and our success is due to the contribution that each and every one of them makes.

If our staff are happy and supported they will deliver high levels of customer satisfaction. Thus, we are committed to investing in the well-being and development of our staff. Effective and timely communication is paramount in ensuring staff are fully aware of the Company's aspirations and that their suggestions regarding training and reward programmes, community support and social activities in achieving these are fully considered.

Our industry has to meet high and exacting standards of health and safety and we look upon these legal and moral requirements, not as an imposition, but as a positive and integrated element to the management of our business. We, therefore have a policy of continuing investment in training and equipment that allows our staff to work safely in the delivery of high customer satisfaction levels.



Our Customers and Suppliers

We are a link in the total supply and service delivery chain between our customers and our suppliers and we have a responsibility in ensuring that both have a rewarding experience when working with us.

Our philosophy is to work in partnership with both our customers and our suppliers.

Our Community

We aim to be active in supporting the community and encourage and assist our staff to have a greater involvement through their time and skills to benefit the community.

During the course of the year we will donate time equivalent to two days per member of staff to worthy community causes, projects and 'not-for-profit' organisations. This type of participation often provides a greater community benefit than a mere financial donation and enriches the development of those participating.

Each year our staff will select two charities or local community projects for our charitable fundraising and donation.

The chosen charities for 2011/2012 are:

EACH (East Anglia's Children's Hospices)



Headway



Our Environment



We are committed to achieving high performance throughout the business, including maximising opportunities that may be available to enhance the environment, ideally through our own efforts.

We fully recognise the impact our activities have upon the environment and the ways in which we seek to continuously improve our environmental performance are detailed in our Environmental Policy Statement.

To ensure that we continually improve our environmental efficiency, we undertake to regularly review and update our policy and environmental performance targets.

Targets for 2011/2012

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| Staff | - All staff to achieve CSCS certification at the relevant standard |
| Customers | - Work towards becoming the preferred contractor of choice with our key customers |
| Community and Charity | - Deliver our CSR commitment to our chosen charity |
| Environment | - To achieve 100% recycling of our waste and packaging |