

Corporate & social responsibility policy

Purpose

This policy aims to support ClearView Communications as a socially and environmentally responsible company, with financial stability that protects our employees, provides value to our clients and actively engages with stakeholders.

This policy applies to activities undertaken by or on behalf of the Company and is communicated to all employees of ClearView Communications and, if appropriate, made available to interested parties

All employees will adopt the Corporate Social Responsibility considerations described in this policy into their day to day work activities. ClearView Communications Management Team will act as role models by incorporating those considerations into decision making in all of our business activities by; ensuring all appropriate processes, procedures and structures are in place to effectively identify, monitor and manage Corporate Social Responsibility issues and performance relevant to our business.

This policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility.

Business Ethics and Transparency

ClearView Communications is committed to implementing, maintaining and continuously improving the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations and to promote confidence in our governance systems. The company will promote its business in an open, honest and ethical manner.

ClearView Communication recognises the importance of protecting all of our human, financial, physical, informational, social, environmental and reputational assets.

We operate in an open and honest way with stakeholders, including our clients and suppliers. We maintain an Anti-Bribery policy and apply a zero tolerance approach to acts of bid-rigging, miss-selling, bribery or corruption by any of our employees and Sub contractors

Environmental, Health and Safety, Human Resource and Data Protection policies are in place and communicated to all staff via staff handbook and where applicable learning and development provided.

Environmental

We work to ensure that our day-to-day operations are undertaken to minimise this impact through assessing and improving our environmental performance and provide learning and development for our employees on environmental awareness and enable consideration and understanding of environmental issues and their impact

Sustainability considerations are fully integrated in our business decision making. We carry out environmental supply chain management to encourage suppliers to adopt environmentally sound practices when planning, undertaking and implementing all projects.

We currently hold ISO 14001:2015 for Environmental Management

Employee Relations

ClearView Communications HR policies and procedures ensure employees are treated fairly and with dignity and consideration for their goals and aspirations and that equality and diversity in the workplace is embraced.

The company will apply fair labour practices, while respecting the national and local laws of the United Kingdom.

The Company is committed to providing Equal Opportunities (as per policy) in all aspects of employment and will not engage in or tolerate workplace misconduct, including discrimination, intimidation or harassment.

We pay all our employees above the legal minimum wage and the Living Wage. We also encourage our suppliers do the same?

Performance reviews are conducted bi-annually which aims to provide quality time with individuals line managers to discuss their performance, establish new objectives and identify employees development needs and career aspirations that are required to achieve ClearView Communications vision and goals.

We currently hold an Investors in People accreditation following our re-assessment in July 2019.

Stakeholder Relations

ClearView Communications will engage stakeholders in an open, transparent, honest and respectful manner.

The Company are committed to timely and meaningful dialogue with all stakeholders, including shareholders, customers, employees and regulators.

Quality assurance is at the forefront of every design, installation, project and maintenance service and our ISO 9001:2015 accreditation ensures our excellent standards.

Human Rights

ClearView Communications recognise that governments have the primary responsibility to promote and protect human rights. The Company will work with government and agencies to support and respect human rights within our sphere of influence.

The Company is committed to combatting slavery and human trafficking (as per its policy) and to acting with integrity in all its dealings, relationships, and supply chains. It expects the same high standards from all its staff, suppliers, contractors, and those with whom it does business

The Company will always strive to build trust, deliver mutual advantage and demonstrate respect for cultures, customs and values of individuals and groups.

Community Investment

The Company will integrate community investment considerations in decision-making and business practices to develop mutually beneficial relationships with communities it and its clients operate in.

The company annually identifies a local Charitable or Community based organisation to support on either fund raising or provision of our professional or products.

Health and Safety

We maintain a clean health and safe working environment with a nominated HSQE representatives to champion the continual improvement of our policies and processes.

ClearView takes it's responsibility to protect our employees, clients and the public seriously whilst undertaking all our operations. Our certification in ISO45001:2018 is evidence to our commitment to the highest standards of occupational health and safety.

Subcontractors

All suppliers who carry out works on behalf of ClearView are thoroughly vetted through our extensive Pre-Qualifying Questionnaire. This selection questionnaire is designed to enable Clearview Communications to assess the Health, Safety, Quality & Environmental (HSQE) standards that our partners and contractors are committed to.

Clearview Communications has statutory obligations to ensure our partners and contractors are competent, compliant and understand their lawful duties.

Our Partners and Sub-contractors are required to demonstrate the correct behaviours regarding our HSQE objectives.

Clearview Communications operates a culture that positively encourages the reporting of incidents, accidents and near misses. As a results of this emphasis of HSQE, only approved companies that demonstrate commitment to zero harm and people safety first will gain approval to become a Clearview Communications partner.

Each Partner will be assessed on the content of their questionnaire along with supporting documents provided, and will be allocated a grading status

Signed:



Michael Vincent, Managing Director

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