

## Our Commitment:

JDT is committed to integrating ethical business operations and values into all aspects of our work. We strive to balance the interests of our customers, employees (including young persons), the community, and the environment, reflecting these values in our policies and actions. We are dedicated to continuous improvement in our CSR strategy, encouraging our business partners to match our performance, and acting in a socially responsible manner.

## Our Principles: People, Planet, Profit

- **People:** We value our employees, fostering a diverse and inclusive workplace with opportunities for professional development, particularly for young persons and trainees. We prioritise the wellbeing of our staff and actively support local communities through sponsorships and partnerships, including local sports teams.
- **Planet:** We are committed to minimising our environmental impact through responsible waste management, resource conservation, and reducing our carbon footprint. We aim to use sustainable practices in all our operations, including sourcing environmentally friendly products and reducing paper consumption.
- **Profit:** We are committed to sustainable financial performance, enabling us to reinvest in our business, employees, and communities. We strive to create long-term value for our stakeholders through responsible and efficient operations, understanding that profitability allows us to further invest in our people and the planet.

## Purpose and Aims:

This policy serves to clarify our CSR commitments to all stakeholders and outlines how we will achieve them. We aim to be responsible and serve as an exemplar of good practice throughout all our activities.

## Standards of Business Conduct:

- We recognise that good CSR encompasses all aspects of sustainable development and our impact on people.
- We will assess social and environmental issues relevant to our contracts and integrate them effectively.
- We operate with transparency, safeguarding against unfair business practices.
- We build strong relationships with communities, both local and global.
- We consult with customers to address environmental, social, ethical, and economic issues.
- Our contracts clearly outline terms and conditions.
- We continually review policies to engage with SMEs and develop the regional supply chain.

## Corporate Governance:

- We maintain high ethical, professional, and legal standards.
- We comply with all relevant laws and regulations.
- We ensure stakeholder confidence through transparent decision-making and staff training.
- We treat all business relationships with fairness and respect.

- We encourage fair competition based on quality, value, and integrity.
- We actively seek feedback and continuously improve our practices.
- We analyse and respond to customer feedback.
- We develop action plans for continuous improvement.

**Environment:**

- We aim to reduce our environmental impact through continuous improvement.
- We collaborate with vendors to reduce their environmental impact.
- We assess the environmental impact of our main goods.
- We inform customers about sustainable procurement options.
- We prioritise paper products from certified sustainable forests or recycled materials.

**Human Rights, Child Labour, Equality, and Diversity:**

- We support and respect internationally proclaimed human rights.
- We encourage vendors to uphold human rights norms.
- We strictly prohibit child labour and exploitation.
- We implement remediation plans for any instances of child labour.
- We ensure safe working conditions for young workers.
- We sever ties with organisations that exploit children.
- We eliminate discrimination and promote equality of opportunity.
- We ensure respectful interactions with customers and vendors.
- We consider the needs of a diverse customer base.

**Sustainability and Impact on Society:**

- We maintain a Sustainable Procurement Policy.
- We encourage sustainable purchasing decisions.
- We minimise the environmental impact of travel.
- We support local community needs and implement initiatives.
- We encourage dialogue with local communities.

**Ethics and Ethical Trading, Biodiversity, and Vendors:**

- We ensure supply chain visibility.
- We provide training on environmental and social issues.
- We require vendors to uphold workplace standards.
- We encourage sustainable practices in grounds maintenance.
- We work with vendors to achieve our policy aspirations.
- We encourage vendors to adopt responsible practices.
- We conduct environmental and social assessments of new vendors.
- We ensure worker welfare and labour conditions meet standards.
- We exert procurement pressure to ensure vendors behave responsibly.
- We include sustainability questions in tender specifications.
- We hold regular meetings with vendors.
- We promote environmentally friendly products, reduce packaging, and implement recycling schemes.



## Review:

This CSR Policy will be reviewed periodically to ensure its continued relevance and effectiveness.

## Authorisation - Signed:

A handwritten signature in black ink, appearing to read 'Craig French'.

**Craig French**  
Managing Director

Date: 27 Feb 2025