



## Corporate Social Responsibility Policy

**J Swingler Transport is committed** to act and conduct business in a socially open, honest and ethically responsible manner and to seek to purchase and provide goods and services which:

- are produced and delivered under conditions that demonstrate positive working within our safety and health processes;
- have the least negative impact on the environment, promote sustainability.
- include the use of heating, ventilation, lighting, IT systems and transportation, operated to ensure maximise efficient energy use and to minimise harmful emissions.
- demonstrate compliance as a minimum with all statutory and other legal requirements relating to the employment, operational, finance, health, safety and environmental impacts.
- create a positive social impact and protect the Company's reputation.

Such considerations will form part of the evaluation and selection criteria for all goods and services purchased by the Company.

The purpose of the policy is to:

- promote good employment, safety and environmental standards in our supply chains.
- provide a minimum living wage to all employees.
- provide awareness that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and demonstrate effective implementation in our business decision-making:
- promote effective use of natural resources and the circular economy (Reduce, Reuse, Recycle, Recover):
- encourage the conducting of business in a socially responsible and ethical manner.
- ensure, Suppliers as a minimum comply with all statutory and other legal requirements relating to the employment, safety, and environmental impacts of their business, as our own company does.
- encourage engagement with, learning from, respecting of and supporting of the communities and cultures with which we operate.

**Our suppliers collaborating with our Corporate Social Responsibility Policy shall commit to continuous improvement, as we do, towards compliance with the employment, safety and environmental standards specified, both in their own companies and those of their suppliers.**

### Business Standards

Our employees are valued, our Business Management System provides clear policies and processes to support our growth and sustainability through health, safety, environmental, energy and employment standards, thus operating within safe and healthy conditions.

Our senior management operate an open-door policy and are employees are welcomed to discuss their concerns, whilst we operate in a non-union environment, we do recognise our workers representative.

We shall communicate this Policy to our employees, our suppliers of goods and services, and any other interested parties.

A handwritten signature in black ink, appearing to read 'Anthony Thompson', is written over a horizontal line.

**Signed:**  
**Anthony Thompson**  
**Proprietor**