



## **Corporate Social Responsibility Policy**

Pavilion recognise that their business activities can impact the economic, social and environmental aspects of the societies they operate in. To manage these areas in an effective and responsible manner the company has outlined below their commitment to being a Corporate Social Responsible organisation.

### **Community**

Pavilion is committed to supporting the local communities in which they operate. The company supports key charities financially and through staff volunteering.

### **Clients**

Pavilion is committed to providing high quality Procurement Services to all their clients. We understand the needs of our clients and we endeavour to provide services which are hallmarked with sincerity, integrity and quality.

### **Employees**

Pavilion recognise the importance of investing in our employees and we are an Investor in People Accredited Company. We provide opportunities for training and personal development and recognise the importance of the balance between work and family life with flexible working hours. We embrace a culture of openness and encourage employee initiatives.

### **Environment**

Pavilion seeks to minimise their impact on the environment. We are committed to integrating environmental best practice into our business activities wherever possible and practicable. (As detailed in our Environmental Policy)

### **Equal Opportunities**

Pavilion is an equal opportunities employer and complies with relevant legislation. We promote the best use of our human resources on the basis of individual skills and experience matched with those required for the work to be performed. (As detailed in our Equal Opportunities Policy)

## **Health and Safety**

Pavilion is committed to providing a healthy and secure working environment. The company's health and safety objective is to pro-actively minimise the number of instances of occupational accidents and illnesses and ultimately to achieve an accident-free workplace. (As detailed in our Health & Safety Policy)

## **Human Rights**

Pavilion advocate support for the principles of the Universal Declaration of Human Rights, the Fundamental International Labour Organisation Conventions and to minimise the impact on the environment of the goods and services they procure. (As detailed in our Ethical Procurement Policy)

## **Suppliers**

Pavilion recognises the importance of building successful long term relationships with their suppliers. We work in partnership with our suppliers to help us deliver our services and achieve our policy objectives. As part of the tendering process suppliers are routinely assessed on aspects relating to environmental, equal opportunities and ethical issues.