



A SCHOCK GROUP COMPANY

Our Corporate Social Responsibility Pledge

Introduction

We are, The 1810 company Limited, we supply kitchen fixtures to the trade. Due to the nature of the distribution and packaging of our products, we understand that there is an environmental impact. The prosperity of our business and of the communities within which we operate requires a commitment to the sustainable management of our activities. We have therefore developed a policy that affects and enhances all areas of our business, examples of which are our environmental policy and anti-modern slavery policy. We wish to adopt and commit to the principles and practices set out below.

Staff/People

We are committed to the well-being and continual development of our people and to training our workforce, where employees are appreciated, valued, and given regular feedback so that each employee has a clear understanding of their role and how they contribute to the business.

We operate a meritocracy, where all employees are recognised and rewarded on the basis of their performance, effort, contribution, and achievements.

We expect our employees to act with integrity towards one another and exercise a high standard of business practice and workmanship.

We support diversity, fairness and equal opportunities and aim to involve and consult regularly with employees as to the direction of the business.

Customers

We aim to build long term relationships with all our customers by understanding their objectives as they evolve over time and meeting their needs.

We aim to give fair value, consistent quality, and reliability.

We aim to have the highest professional and ethical standards and will be honest, open, and transparent in all our dealings with customers.

Suppliers

We aim to create and maintain strong relationships with key suppliers.

We aim to choose suppliers that share our ethos in relation to employment practices, quality, and environmental controls. This will be communicated to all suppliers and potential suppliers.

Health & Safety

We aim to achieve and maintain the highest standards of health and safety and provide a safe and healthy working environment for all our activities.

We have a current and effective written health and safety policy that is regularly reviewed and updated.

Environment

We have implemented an environmental policy appropriate to our business.

We are aware of our environmental impact as a business and have taken and continue to take appropriate steps to mitigate that impact, including setting environmental objectives, implementing procedures, and providing training so employees understand their environmental responsibilities and can seek to improve our environmental performance.

We constantly strive to reduce our waste packaging and explore new eco friendly options to reduce our impact on the environment while maintaining our high standards for delivery of goods.

Our delivery partners also take the same stance with regards to constantly improving on their environmental impact by finding new ways to reduce their carbon footprints and working with offsetting programmes across Europe to offset their remaining emissions.

The Community

We recognise and understand the significance of the community within which we operate. We aim to enhance our contribution to the community by being sensitive to the needs of local people and groups and promoting ethical and socially responsible trading. We actively support and donate to the Teenage Cancer Trust and support local causes when possible.

A handwritten signature in black ink, appearing to read 'David Salisbury', with a long horizontal line extending to the right.

David Salisbury – General Manager