



**The Queen's Award
for Voluntary Service**

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Social responsibility policy for Community Action Dacorum

Policy brief & purpose

Our Corporate Social Responsibility (CSR) policy refers to our charity's intentions towards our clients, staff, community and the environment. It includes how environmental, social, and governance (ESG) issues are considered within the charity's objectives, investment process, and/or stewardship activities.

As a responsible charity we believe that our long-term future is best served by respecting the interests of all our stakeholders: employees, clients, suppliers and the wider community. We look actively for opportunities to improve the environment and to contribute to the wellbeing of the communities in which we operate.

What is corporate social responsibility?

Corporate Social Responsibility (CSR) is how a charity (or company) strives to positively impact the society and communities it operates within.

Environmental and Social Governance (ESG) is how a charity (or company) conducts its business in an ethical and sustainable way, and how it looks after its environment, workforce and community.

Scope

This policy applies to our charity and all its projects. It may also refer to our suppliers and partners.

Policy elements

We want to be a responsible charity that meets the highest standards of ethics and professionalism.

Our charity's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our charity's commitment to legality and willingness to observe community values.

Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.



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Compliance

Legality

Our charity will:

- Respect the law
- Work within the requirements of the Charities Act 2011
- Honor its internal policies and its memorandum and articles of association
- Ensure that all its activities are within our stated charitable purpose
- Keep every partnership and collaboration open and transparent

Business ethics

We'll always conduct our charity's work with integrity and respect to human rights. We'll promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

Protecting the environment

Our charity recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We will always follow best practices when disposing of rubbish and using chemical substances. We will proactively work to reduce our carbon footprint.

Protecting people

We will ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local people.
- Support diversity and inclusion.

Human rights

Our charity is dedicated to protecting human rights. We are committed to equal opportunities and will abide by all fair labour practices. We ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labour).



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Being Proactive

Volunteering

Our charity encourages its employees to volunteer. They can volunteer through programs organised internally or externally. We encourage people to volunteer to support our activities, supporting their ambitions and managing them ethically.

Preserving the environment

Beyond our legal obligations, our charity will proactively protect the environment. Examples of relevant activities include:

- Monitoring and improving our carbon footprint
- Seeking out low-carbon options when purchasing
- Conserving energy
- Using environmentally friendly technologies

Supporting the community

Our charity may initiate and support community investment and educational programmes. For example, it may form partnerships with other nonprofit organisations to promote cultural and economic development of local communities.

Governance

Our charity is governed by a board of trustees who ensure that we operate ethically and environmentally. A lead trustee is appointed to champion our environmental and social responsibilities. The charity monitors risks, including cyber risks, and mitigates to reduce the impact of these.

Learning

We will actively invest in training our staff. We will be open to suggestions and listen carefully to ideas. Our charity will try to continuously improve the way it operates.