

A.F. Blakemore & Son Ltd Group Corporate Responsibility Policy

A.F. Blakemore & Son Ltd is committed to responsible business practice.

This commitment is demonstrated through the company's corporate responsibility programme and purpose, as outlined in the organisation's values statement – *The Blakemore Way*:

“To grow a family business in ways that are profitable and sustainable for the benefit of our staff, customers and the community.”

Our Workplace Objectives:

“We will maximise staff potential and their contribution to the company's success.”

- Monitor key workplace indicators such as staff absenteeism, turnover and satisfaction.
- Fully induct, appraise and develop our staff and measure the value of our training.
- Create a working environment that supports and promotes the health, safety and wellbeing of staff.
- Establish two-way communication channels with our staff such as consultation groups and surveys.
- Promote diversity and equality in the workplace via recruitment, staff development and work practices.

Our Marketplace Objectives:

“We will give great service to all our customers and add value to our trade partners.”

- Engage with suppliers and customers to generate positive environmental, social and business outcomes.
- Provide a great service to our customers by responding to their needs and measuring our service levels.
- Diversify our products and services to support new and underserved markets.
- Support local and small suppliers.

Our Community Objectives:

“We will make a significant, positive contribution to the community”

- Use the skills of our staff to support education, employability and economic renewal in the communities we serve.
- Promote community engagement across our workforce and listen to the views of staff in relation to the good causes that they want to support.
- Maximise the resources of the Blakemore Foundation to help us achieve our community objectives.
- Measure, evaluate and report upon the inputs, outputs and impacts of our community activity.
- Use community activity to engage and inspire our customers, suppliers and other external stakeholders.

Our Environmental Objectives:

“We will acknowledge, measure and minimise our environmental impact”

- Undertake activity to minimise waste in our operation.
- Minimise our impact upon climate change by improving efficiencies in fuel and energy usage.
- Help suppliers and customers minimise their environmental impact.
- Measure and minimise the carbon footprint of our organisation.