

SOCIAL RESPONSIBILITY CHARTER

This Social Responsibility Charter (SCR) represents a commitment by ASUCplus members to behave fairly and responsibly, contribute to economic development whilst improving the quality of life for their staff as well as contributing to local communities and society. ASUC plus members recognise that the social, economic, and environmental responsibilities to their stakeholders viz customers, employees, regulators, investors, suppliers, the community and the environment are integral to their mission, vision and values and business success.

ASUCplus members are committed to improving environmental management by means of reducing greenhouse gas emissions by the use of more energy efficiency measures and procurement policies that favour sustainable products. Whenever feasible, ASUCplus members will use their influence to promote the adoption of modern and cleaner methods and technologies by actively assisting clients to minimise the environmental impacts of their operations.

ASUCplus members are committed to ensuring that their business is carried out in all respects according to rigorous ethical, professional, and legal standards. The business of ASUCplus members depends upon clients and customers. Each employee is responsible for ensuring that any contact with customers and the public at large reflects professionalism, efficiency, and honesty. ASUCplus members strive constantly to provide high quality services and value for money.

ASUCplus members most valuable asset is their staff. Employment policies are directed at creating an environment that will develop, motivate, and reward employees of high calibre. The work environment is enhanced by policies that support human rights, health and safety, personal and career development, and high standards of ethical and professional conduct.

Environment

ASUCplus members are committed to a programme of best practice in the context of environmental management. To achieve this objective, ASUCplus members wherever possible are reducing greenhouse gas emissions by the introduction of energy efficiency measures, promoting the use of cleaner transport, purchasing renewable energy, increasing recycling and the use of recycled materials and adopt procurement policies that favour sustainably produced goods so reducing the need for repeat journeys.

ASUCplus members will, whenever feasible, use their influence to promote the adoption of modern and cleaner technologies to actively minimise the environmental impacts of their operations.

ASUCplus members recognise that business activities have direct and indirect impacts on the environment in which they operate and endeavour to manage these in a responsible manner, believing that sound and demonstrable performance in relation to corporate social responsibility policies and practices is a fundamental part of today's business activities.

Health and Safety

ASUCplus members place great importance on health and safety and conduct their business in such a way as to ensure the health, safety, and welfare of all employees, visitors, clients, and the public.

ASUCplus has published "Guidelines On Safe and Efficient Underpinning and Mini Piling Operations" to which ASUCplus members adhere in order to promote a safe working environment.

Community Involvement

ASUCplus members are located throughout the UK and interact with a broad range of individuals and organisations in all types of communities. Community involvement may include support of charitable activities and encouragement to employees to assist local charities or charitable events. Many members provide work experience to local schools and employ students on training schemes.



Ethics

ASUCplus members are committed to the maintenance of high ethical standards in their dealings with employees, clients, contractors, and members of the public. There is a responsibility on ASUCplus members to ensure that in all their work they respect the human participant's rights, health, safety, dignity, privacy, and well-being.

Governance and Corporate Responsibility

ASUCplus members are committed to ensure that their business is conducted in all respects according to rigorous ethical, professional, and legal standards.

ASUCplus has a robust procedure to address any complaint against a member.

ASUCplus members essential principles:

- Comply with the laws that regulate and apply to the company, its systems, and the conduct of its business.
- Treat all groups and individuals with whom they have a business relationship in a fair, open, and respectful manner.
- Show respect for the individual, treating each in a consistent way.
- Ensure that competition is fair and based upon the quality, value and integrity of the products and services.
- Operate an equal opportunities policy for all employees.
- Offer employees clear, fair Contracts of Employment, and provide resources to enable their continual development.
- Maintain a clear and fair employee remuneration policy.
- Provide safeguards to ensure that all employees are treated with respect and without sexual, physical, ability or mental harassment or discrimination.
- Maintain, a clean, healthy and safe working environment.
- Conduct business operations in a way which minimises the consumption of natural resources and manages waste through responsible disposal and the reuse and recycling of materials where economically feasible.
- Allow Staff to undertake all normal civic duties, including jury service, membership of public authorities, etc.
- Engage with the community to encourage local employment

