



Corporate Social Responsibility Policy

Updated June 2016
Reviewed November 2018



1. Introduction

Corporate Social Responsibility (CSR) is the concept whereby organisations integrate social and environmental concerns into their business operations and into their interaction with their stakeholders on a voluntary basis. MOHS Workplace Health Ltd (MOHS) is committed to adopting best practice in this area.

MOHS is committed to the principle of CSR and intends it should become embedded, where appropriate, into its policies and practices, to the benefit of staff as well as the wider community. There is already much good work which could be classified as contributing to CSR taking place within MOHS and the policy and future strategy will build on this in future

MOHS aims to be recognised as an organisation that is transparent and ethical in all its dealings as well as making a positive contribution to the community in which it operates. It is committed to the following core values in all aspects of its work, including the fulfilment of its social responsibility:

- clear direction and strong leadership
- customer focus
- respect for people
- open communication
- working to deliver best value
- openness and transparency
- equality
- probity
- development of positive working relationships with others
- commitment to the highest ethical standards of public service
- valuing and harnessing the diversity of MOHS staff

2. CSR Strategies

MOHS will seek to achieve corporate and social objectives by focusing on four strategic areas:

- i. Equal opportunities
Maintaining and promoting our commitment to promotion of equal opportunities.
- ii. Workplace
Addressing the needs and aspirations of staff through the continuing development of diversity, work-life balance, health and well-being policies and initiatives.
- iii. Community impact
Encouraging and assisting staff to greater involvement in team / individual projects in support of the wider community.
- iv. Environment
Further developing environmental management that minimise waste and maximise efficiencies.

3. Guiding Principles

MOHS recognises that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, suppliers, the community and the environment.

We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.

We take seriously all feedback, complaints and compliments that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.

We shall be open and honest in communicating our policies, strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.

MOHS will, where reasonable, make the necessary resources available to realise our corporate responsibilities. The responsibility for delivery lies with all employees.

In relation to community involvement, MOHS regularly supports fundraising days of local and National charities, for example British Heart foundation, Marie Curie and the local Downs Syndrome association, all of which are an ongoing commitment.

4. Partnership focus

We shall strive to improve our environmental performance through implementation of sustainable development and environmental policies.

We shall ensure a high level of business performance while minimising and effectively managing risk.

We shall encourage dialogue with local communities for mutual benefit.

We will record and resolve customer complaints in accordance with our published standards of service.

We shall encourage employees to help local community organisations and activities.

We shall operate an equal opportunities policy for all present and potential future employees.

We will offer our employees clear and fair terms of employment and provide resources to enable their continued development.

We shall maintain forums for employee consultation and business involvement.

We shall provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment.

We shall provide, and strive to maintain, a clean, healthy and safe working environment.

We shall uphold the values of honesty, partnership and fairness in our relationships with stakeholders.

Contracts with suppliers will clearly set out the agreed terms, conditions and the basis of our relationship.

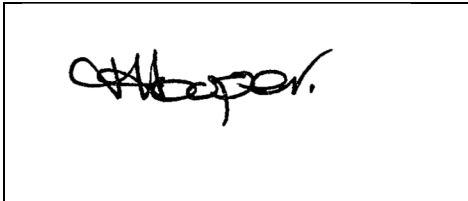
5. Reporting

CSR activity undertaken by MOHS staff will be reported to the Chief Executive on a regular (at least annual) basis. In addition, CSR activity will be publicised as appropriate.

6. Monitoring and Review

The Chief Executive will have responsibility for monitoring the effectiveness of the CSR policy.

The Chief Executive will ensure the policy is reviewed with respect to changes in legislation and / or at any time where it can be shown the needs of either MOHS or its employees are not being met.

Signed		Name	Helen Hooper
Title	Chief Executive	Date	November 2018