



DENTON

Corporate Social Responsibility Policy

DENTON POLICIES

CSR Policy

Denton Associates (London) Limited

At Denton, through our Corporate Social Responsibility, we aim to embrace accountability for the company's actions and encourage a positive impact through its activities on the environment, consumers, employees, communities, stakeholders and all other members of the public sphere who may also be considered as stakeholders.

We have adopted and committed to the principles and practices set out below;

Responsible Trading

We ensure that our business is conducted in all respects according to rigorous ethical, professional and legal standards. Our values of integrity and honesty are upheld by the experts that we employ throughout the business to ensure that we are aware of our legal and moral requirements as well as continuing to provide excellent service delivery to our clients.

Employees/People

Denton pride itself on staff inclusivity. Denton is a privately owned company, 100% owned by its Directors and Senior management, engendering a true sense of worth and belonging for the staff.

Our employees are recognised and rewarded on the basis of their performance, effort, contribution and achievements. We are committed to their well-being and continual professional development.

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

We oppose the exploitation of workers and we will not tolerate forced labour, or labour which involves physical, verbal or psychological harassment, or intimidation of any kind. We will not accept human trafficking or the exploitation of children and young people in our business or supply chain and undertake all reasonable and practical steps to ensure that these standards are maintained.

Clients & Supply chain

We aim to build long term relationships with all our clients and supply chain.

Our goal is to give fair value, consistent quality and reliability to our clients. We promote best working practices and green initiatives through our workflow.

Denton choose suppliers and subcontractors that share our ethos in relation to employment practices, quality and environmental controls. This is communicated to all suppliers and potential suppliers and assessed via a rigorous PQQ process.

Community

We promote active involvement in the wider community, and fully support staff in their pursuits of charitable fund raising and contributions to external associations, societies and causes;

We support two major UK charities;

- Denton have supported The Lord's Taverners for many years. This charity supports disadvantaged and disabled children in the UK through access to sport and other activities. As well as offering financial support to the charity, one of Denton's Directors sits on a regional committee for the charity.
- Dallaglio RugbyWorks, which uses the power of rugby, and sport in general to teach young people, disengaged from education, key life skills to help change their lives.

Health & Safety

We aim to achieve and maintain the highest standards of health and safety and provide a working environment that supports this for all our activities. We have a current and effective written health and safety policy that is regularly reviewed and updated.

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Environmental Values:

We take our potential impact on the environment very seriously, and this includes in our sites and offices alike. We are an ISO 14001 accredited company for our Environmental Management procedures, and we have also committed to training operational staff to Ska Assessor training (accredited by RICS).

We have a structured procedural process for waste management, specification processes and all aspects of energy awareness.

We strive to reduce the impact of our projects on the wider community, and as well as including the environmental impact of sites, we look to ensure these locations are a safe place to work for both our employees and visitors alike. Our excellent accident record is a true attestation to this.

Our aim is for the positive attributes of our CSR to not just influence our staff, but to affect our clients and suppliers / sub-contractors alike. As a business, Denton are always looking to develop and improve, and our CSR will accordingly evolve as time goes on.

This Policy is approved and signed by the Group Managing Director.



Terry Price

3rd April 2023

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