

# Our Policy On Corporate Responsibility



Splitz Support Service is committed to developing and delivering this Corporate Responsibility Policy.

We recognise we must integrate our business values and operations to meet the expectations of our staff, stakeholders, regulators, investors, suppliers, communities and the environment. We also recognise that meeting social, economic and environmental responsibilities in policy and action is integral to the success of our business.

The Board of Trustees and the Senior Management Team collectively promote the implementation of this policy. All employees, volunteers and trustees share responsibility for our performance in implementing it.

We will:

1. Seek and respond to the opinions and wishes of our staff, stakeholders and communities
2. Be open and honest in communicating our strategies, targets, performance and governance
3. Register and resolve complaints in accordance with our published standards of service
4. Continue to encourage dialogue with communities for mutual benefit
5. Ensure effective partnerships which enable us to continue our initiatives on community support
6. Support and encourage our employees to help community organisations and activities
7. Operate an equal opportunities policy for all present and potential future employees, volunteers and trustees
8. Offer our employees clear and fair terms of employment and provide resources to enable their continual development
9. Maintain a clear and fair employee remuneration policy and opportunities for employee consultation and business involvement
10. Provide safeguards to ensure all employees are treated with respect and without sexual, physical or mental harassment
11. Provide and strive to maintain a clean, healthy and safe working environment
12. Consider the balance between economic, environmental and social aspects of our business decisions against sustainable development principles
13. Uphold the values of honesty, partnership and fairness in our relationships with our service users and stakeholders
14. Operate in a way that guards against unfair business practice
15. Encourage suppliers and contractors to adopt responsible business policies and practices for mutual benefit

A handwritten signature in black ink, appearing to read "Ann Cornelius", is written over a rectangular area with diagonal hatching lines.

Ann Cornelius  
Chair  
March 2019