



## Forsyths Ltd Corporate Social Responsibility Statement

### 1. **CSR Policy:**

#### 1.1 **Introduction**

We are, Forsyths Ltd, the fabrication arm of the Forsyth Group based in the North East of Scotland. Established in 1890 the business has continually evolved to meet the changing demands of technology but still prides itself in its history for providing a high quality product and service. Being at the heart of the Rothes community we are acutely aware of the impact our operations may have on the community. The prosperity of our business and of the communities within which we operate requires a commitment to the sustainable management of our activities. We have therefore developed a policy that affects and enhances all areas of our business, namely our Health & Safety Management System (OHSMS) and Code of Ethical Policy (The Code). We wish to adopt and commit to the principles and practices set out below.

#### 1.2 **Staff/People**

We are committed to the well-being and continual development of our people and to training our workforce, where employees are appreciated, valued and given regular feedback so that each employee has a clear understanding of their role and how they contribute to the business. Many of our current employees are supported and encouraged during various stages of their career including the opportunity to study part-time, funded by Forsyths.

We support the development of the young generation by offering various work experience placements and mentoring programmes. Attracting and retaining enthusiastic and motivated young people is key to Forsyths' success. Our diverse workforce ensures that we have a wide range of skills and insights.

The "Career Ready" mentoring programme is an initiative that we are involved in which allows S4 – S6 pupils to be mentored by senior management within Forsyths. It is a two year programme and during the 2<sup>nd</sup> year, they get the opportunity to experience a 6-week placement in a discipline of their choice.

Forsyths support the local schools through Moray Council's work experience team in offering placements in all areas of the business including admin and engineering. We also work directly with the universities to support student industrial placements in the 3<sup>rd</sup> year of their university courses.

Every year we take on a variety of different apprentices, such as plumbers, electricians, welders, joiners, builders and coppersmiths. These programs vary from in-house to day release courses at the local colleges which support the various disciplines we can support. Graduates are employed within the engineering and drawing office departments of our company and we support their development in various chartered institutes.

We operate a meritocracy, where all employees are recognised and rewarded on the



basis of their performance, effort, contribution and achievements.

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

We support diversity, fairness and equal opportunities and aim to involve and consult regularly with employees as to the direction of the business.

### 1.3 Customers

We aim to build long term relationships with all our customers and other stakeholders by understanding their objectives as they evolve over time and meeting their needs. We aim to give fair value, consistent quality and reliability.

We aim to have the highest professional and ethical standards and will be honest, open and transparent in all our dealings with customers.

### 1.4 Suppliers

We aim to create and maintain strong relationships with key suppliers and contractors.

We aim to choose suppliers that share our ethos in relation to employment practices, quality and environmental controls. This will be communicated to all suppliers and potential suppliers through our website.

### 1.5 Code of Ethical Policy

Forsyths is committed to ensuring a high standard of ethical and environmental trade practices, including the provision of safe working conditions and the protection of workers' rights, across its businesses. Forsyths conducts its business in accordance with the provisions of this Code of Ethical Policy ("the Code") and expects its Suppliers to observe the Code's provisions and to demonstrate a similar commitment to an ongoing programme of ensuring and, where necessary, improving, ethical and environmental practices.

### 1.6 Health & Safety

We aim to achieve and maintain the highest standards of health and safety and provide a safe and healthy working environment for all our activities.

We have a current and effective written Health & Safety Management System (OHSMS) that is regularly reviewed and updated.

### 1.7 Environment

We have implemented an Environmental Management System and policy appropriate to our business.

We are aware of our environmental impact as a business and have taken and continue to take appropriate steps to mitigate that impact, including setting environmental objectives and targets, implementing procedures and providing training so employees and contractors understand their environmental responsibilities and can seek to improve our environmental performance.



## 1.8 The Community

We recognise and understand the significance of the local community within which we operate. We aim to enhance our contribution to the community by being sensitive to the needs of local people and groups and promoting ethical and socially responsible trading. We support local jobs and actively promote modern apprenticeships. We support and donate to charities/non-profit organisations within the community. We have set up "The Forsyths Foundation" which allows the company to donate to worthwhile causes and charities in the local communities which we are located in. Previous examples of support and sponsorship include, sponsorship of school and local football teams, sports personnel boxing in the Commonwealth and Skiing in the Olympics.