

# DODSON & HORRELL GROUP

## Corporate Social Responsibility - Our Policy



**Dodson & Horrell Holdings Limited** CRN 00355559

**Dodson & Horrell Limited** CRN 2098720

**Concept Complete Service Limited** CRN 03352835

Registered Office: Kettering Road, Islip, Kettering, Northamptonshire, NN14 3JW

**Trophy International Animal Products (Oxford) Limited** CRN 03083110

Registered Office: 11-12 Market Place Faringdon, Oxon SN7 7HP

Last Amended 1st February 2016

### **Background**

The Dodson and Horrell Group is committed to contributing to a positive development to society wherever we operate and making sure that we conduct our business in a responsible manner. We are committed to being a good corporate citizen and to treating all those who come into contact with us in a fair and ethical manner. We take into account how we deal with our customers, suppliers and employees, how we manage our ethical and environmental responsibilities, and how we support the communities we work in. We need to balance this with generating profitable growth and behaving in a manner that incorporates the views and interests of our stakeholders

Our CSR programme is managed across five key areas: customers, suppliers, employees, communities, and the environment.

### **Customers**

Our aim is to be a progressive group of companies in which all stakeholders are proud to be involved. In each market we operate we aim to be the best and we want to provide the best possible products and services to our customers.

### **Suppliers**

We guard our reputation carefully and will not knowingly do business with organisations that do not share our commitment to dealing with stakeholders fairly and ethically. We support the United Nations Universal Declaration of Human Rights which means that we aim to support principles within four important areas: human rights, labour rights, environment and anti-corruption. We also comply with Modern Slavery Act 2015 and expect our suppliers to adhere to these standards which are set out in our Slavery and Human Trafficking Statement.

### **Employees**

We recognise, respect and value individual differences and work to create a culture of inclusion and diversity. We provide a, healthy and safe work environment and are keen to promote wellbeing at work through our Constant Care initiative.

### **Communities**

We believe in investing in local communities and our activities cover a wide range of initiatives from sponsoring local youth football teams to local charities. We also support our wider community of animal owners and carers by helping them raise funds to continue the work they do.

### **Environment**

We consider the environmental impact of our business activities and through our Environmental policy set out a commitment to adopt sound environmental management practices. Our focus is on managing our environmental impacts such as improving the energy efficiency of our operations.