



Corporate Social Responsibility Statement

Introduction

We are, Henderson Biomedical, a company specialising in the service, repair and calibration of laboratory equipment. 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 the people who work for us, our customers and our carefully selected suppliers. We wish to adopt and commit to the principles and practices set out below.

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.

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.

We work with Lloyds Employment Law Consultancy to ensure that we are always following the latest employment law best practices.

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.

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.



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 and safety policy that is regularly reviewed and updated.

Environment

We have implemented an environmental policy appropriate to our business. This policy is regularly reviewed and updated. 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.

Henderson Biomedical supports the David Sheldrick Wildlife Trust, a charity dedicated to the protection and preservation of Africa's wildlife, particularly endangered species such as elephants and the Black Rhino.

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 actively support and donate to The Maypole Project, a charity within our local community which supports children with complex medical needs and their families. We encourage suppliers and customers to support this worthy cause and we are always happy to help this small charity promote fundraising events. Several of our staff members regularly get involved in fundraising for the charity. More information on the Maypole Project can be found at www.themaypoleproject.co.uk.

Part of our warehouse facility at Kangley Bridge Road is sectioned off and sub-letted to local artists. This provides them with a low cost place of work and a way of showing their artwork to prospective buyers. The space is also used for exhibitions, events and educational initiatives. More information on this can be found at www.v22collection.com.



Document Control

Date	Revision/Amendment Details and Reason	Author
11/7/2017	Introduction of new CSRS	AH
3/4/2018	Addition of Maypole Project as chosen charity	AH

A handwritten signature in black ink, appearing to be 'AH', with a long horizontal stroke extending to the right.

Alex Henderson
Managing Director

Dated 3/4/2018

Next review: 11/7/2019 or earlier if required.

This Corporate Social Responsibility Statement is to be read annually by all staff