



## **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 Kingfisher HR ([www.kingfisherhr.com](http://www.kingfisherhr.com)) 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 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. More information about the Sheldrick Wildlife Trust can be found at [www.sheldrickwildlifetrust.org](http://www.sheldrickwildlifetrust.org).

## **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.

Where possible, we endeavour to employ people from the local community, thereby supporting the communities where we are based. This also reduces the distance that staff have to travel to work which in turn reduces their carbon footprint (see our Environmental Policy). Having staff that are located close to our site in Lower Sydenham makes it easier for staff members to participate in our cycle to work scheme.

We offer work experience to students of a local school, Harris Academy Crystal Palace. We offer placements throughout the year for students with an interest in engineering or science. Our Managing Director also attends the annual careers fair at Harris Academy, Crystal Palace, speaking to students interested in a career in engineering or science. More information about the Harris Academy Crystal Palace can be found at [www.harriscrystalpalace.org.uk](http://www.harriscrystalpalace.org.uk).

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](http://www.themaypoleproject.co.uk).



## 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
1/3/2020	Document Control has been integrated with QMS and will be followed through QF38 v15.0.0 Mar 20 Company Policy Review	MO

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Next review: 12/07/2023 or earlier if required.

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