



CORPORATE SOCIAL RESPONSIBILITY POLICY

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Destroy All Previous Issues

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Approval

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Glossary

Term	Description
CSR	Corporate Social Responsibility

1 INTRODUCTION

Corporate Social Responsibility (CSR) is the concept whereby organisations integrate social and environmental concerns into their business operations and into their interaction with their stakeholders on a voluntary basis. Badger is committed to adopting best practice in this area.

Organisations in both public and private sectors are adopting and implementing CSR policies because it makes a return for their shareholders and at the same time contribute to social and environmental objectives.

Badger is fully committed to the principle of CSR and intends that CSR should become embedded, where appropriate, into its policies and practices, to the benefit of staff as well as the wider community. There is already much good work which could be classified as contributing to CSR taking place within Badger and the policy and future strategy will build on this in future.

Badger aims to be recognised as an organisation that is transparent and ethical in all its dealings as well as making a positive contribution to the community in which it operates. It is committed to the following core values in all aspects of its work, including the fulfilment of its social responsibility:

- Clear direction and strong leadership;
- Patient focus;
- Respect for people;
- Open communication;
- Working to deliver best value;
- Openness and transparency
- Equality
- Probity
- Development of positive working relationships with others;
- Commitment to the highest ethical standards of public service; and
- Valuing and harnessing the diversity of Badger staff.

2 CSR STRATEGIES

Badger will seek to achieve corporate and social objectives by focusing on four strategic areas:

- **Equal Opportunities** - maintaining and promoting our commitment to the fulfilment of Section 75 obligations on the promotion of equal opportunities.
- **Workplace** – addressing the needs and aspirations of staff through the continuing development of diversity, work-life balance and health and well-being policies and initiatives.
- **Community Impact** – encouraging and assisting staff to greater involvement in team/individual projects in support of the wider community.
- **Environment** – further developing environmental management practices that minimise waste and maximise efficiencies.

3 BENEFITS OF GOOD CSR POLICIES

Badger recognises the benefits that a strong CSR policy and ethos brings, namely;

- Enhanced reputation and patient loyalty
- More efficient use of resources
- Increased ability to attract and retain quality employees
- Attracting investors/business partners

4 EXISTING POLICIES

Existing policies in some areas may already, at least in part, address the issues listed above, and initial work will focus on integrating these with CSR principles.

5 GUIDING PRINCIPLES

Badger recognises that we must integrate our business values and operations to meet the expectations of our stakeholders. They include commissioners, patients, and/or their representatives, employees, suppliers and the environment.

- We recognise that our social, economic and environmental responsibilities to these stakeholders are integral to the business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.
- We take seriously all feedback, complaints and compliments that we receive from our stakeholders and, where possible, maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.
- We shall be open and honest in communicating our policies, strategies, targets, performance and governance to our stakeholders in our continual commitment to sustainable development.
- Badger will, where reasonable, make the necessary resources available to realise our corporate responsibilities. The responsibility for delivery lies with all employees.
- In relation to community involvement, Badger will identify a charity and staff will work together to raise funds and aid the charity as and when possible in a practical way.
- In selecting the charity for this support or working with the charity in a team building scenario, Badger will only support programmes which are inclusive in nature and reach across all social and community backgrounds. Support will not be given to individuals or groups with political or sectarian connections.

6 PARTNERSHIP FOCUS

- We shall strive to improve our environmental performance through implementation of sustainable development and environmental policies.
- We shall ensure a high level of business performance while minimising and effectively managing risk.
- We shall encourage dialogue with patient groups for mutual benefit.
- We will record and resolve patient complaints in accordance with our published standards of service.

- We shall encourage our employees to help local community organisations and activities.
- We shall operate an equal opportunities policy for all present and potential future employees.
- We will offer our employees clear and fair terms of employment and provide resources to enable their continued development.
- We shall maintain forums for employee consultation and business involvement.
- We shall provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment.
- We shall provide, and strive to maintain, a clean, healthy and safe working environment.
- We shall uphold the values of honesty, partnership and fairness in our relationships with stakeholders.
- Contracts with suppliers will clearly set out the agreed terms, conditions and the basis of our relationship

7 REPORTING

CSR activities undertaken by Badger Environmental and Sustainability Lead and the HR Manager, will be reported to the Executive Team on a regular basis. In addition, CSR activities will be publicised through internal channels (Adastra, intranet, etc), and externally as appropriate, through a variety of media.

Departmental heads will maintain a framework of current and future CSR programmes that are run within their business areas and liaise with the HR Manager, who will be responsible for the CSR issues.