

Corporate Social Responsibility Policy

Peel's vision is to ***create sustainable environments where people and businesses can flourish.***

Operating our business in a way that benefits society, in line with the principles of the United Nations Sustainable Development Goals, is a key element in realising this vision.

We will consider our people, local communities and the environment in everything we do.

We are committed to:

- Delivering benefits to people and the environment through our 5 key focus areas of:
 - **Economic investment** – such as driving regeneration, creating skills training and job opportunities and boosting local business growth.
 - **Environmental responsibility** – such as lowering our impact on the environment by reducing our energy and carbon emissions.
 - **Communities** – giving back to communities through our involvement in local initiatives and charitable giving.
 - **Our people** - treating our employees fairly and equally and creating a supportive environment that considers their health and well being and enables them to reach their full potential.
 - **Health and safety** - taking responsibility for everyone's health and safety, whether for individuals and teams within our businesses, or in terms of our contractors.
- Improving the social and environmental performance of our business and keeping pace with the needs and expectations of our stakeholders.
- Engaging proactively, openly and transparently with all stakeholders on corporate social responsibility issues and working with partners on specific projects.
- Treating our business partners and suppliers with respect, integrity and ethical behaviour.
- Taking responsibility for the direct and indirect effects of our business activities.
- Complying with all relevant legislation.
- Reviewing our Corporate Social Responsibility Policy annually.

We will address corporate social responsibility in all aspects of our business including:

Management issues

- The Director Responsible for Corporate Social Responsibility (CSR) shall report on relevant CSR issues to the Peel L&P Group Board.
- The Peel L&P Sustainability Steering Group shall be accountable for the delivery of the Corporate Social Responsibility Policy across the business.
- We will ensure that our Corporate Social Responsibility Policy is embedded in our other company policies and is communicated to employees.
- Operating our business in a manner that ensures we take corporate social responsibility into consideration when making procurement, project, organisational and operational decisions.
- We will educate and raise awareness of CSR issues among employees through a multi-media communications programme.
- We encourage, promote and support involvement by our employees in local community initiatives, volunteering and charitable fundraising.
- We will share our knowledge of corporate social responsibility with other companies in the Peel Group.

We will improve on past performance by:

- Measuring and reporting on our support for local communities, using our Corporate Social Responsibility metrics.
- Undertaking an assessment of corporate social responsibility within our significant supply chains.

Approved by: 

Jo Holden - Sustainability Director

Date: 25th February 2020