

Our Corporate Social Responsibility Policy Statement

The Presteigne Broadcast Hire (“PBH”) Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our environment in the widest sense. We do not exist in isolation - we are part of a bigger system of people, values, other organizations and nature.

As a business we have a broader social responsibility to give back to the world just as it gives to us.

What is corporate social responsibility?

Our Corporate Social Responsibility (CSR) company policy provides a framework for us as a company and as individuals within that company to consider how we might contribute back to the broader world in which we exist.

Scope

This policy applies to our company and its subsidiaries. It may also refer to suppliers and partners where we interact with them and can influence their actions and choices.

Policy statement

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our company’s social responsibility falls under two categories: **compliance** and **proactiveness**. Compliance refers to our company’s commitment to legality and willingness to observe community values. Proactiveness is our initiative to promote human rights, help communities and protect our natural environment.

Compliance

Legality

Our company will:

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Business ethics

We will always conduct business with integrity and respect to human rights. We will promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

Protecting the environment

Our company recognizes the need to protect the natural environment. PBH has a specific Environment Policy - see that for fuller details of the commitment to improving our natural environment and conserving its resources.

Protecting people

We will ensure that we maintain strong values in the workplace:

- To minimise the risk to the physical health and safety of our employees and community
- to protect mental health on an equal basis with physical health
- Support diversity and inclusion
- Protect against bullying and exploitation in any form

Human rights

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We will ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labour). PBH maintains a specific Modern Slavery Policy - see that for fuller details in relation to the steps taken to prevent human exploitation.

Proactiveness

Donations and aid

PBH maintains a budget to make monetary donations to special causes and encourages its employees to identify appropriate recipients. These donations will be targeted at:

- local arts, education and community events
- relief initiatives, whether local, national or international
- individual exceptional health or poverty relief

Volunteering

PBH encourages its employees to volunteer. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events from other organizations. PBH will provide paid time away from the office for employee's participation in such events, where appropriate.

Preserving the environment

In addition to its legal obligations, PBH seeks to proactively protect the environment. It has a specific Environment policy that sets out its commitment with examples including:

- Recycling
- Conserving energy
- Using environmentally-friendly technologies

Supporting the community

PBH supports community investment and educational programs through both financial gifts and the provision of material and volunteering support.

Learning

We will actively consider our processes and systems to continuously improve the way we operate in order to improve our impact on the environment in which we operate. We will readily act to promote our identity as a socially aware and responsible business to raise awareness and acceptance of the impact of our actions.

Adrian Young
Chief Executive Officer
4th January 2021