



Social Responsibility

Policy Statement 2021/2022



People
Community
Environment

GOOD CORPORATE CITIZENS

As a fifth generation family business, we believe our social responsibility policy and strategy plays a vital role in the success of our company. Proud of our heritage, commercial success and the welfare of the c700 colleagues who make up the business today, our family values run deep throughout our trading operations spanning Property, Care and Site Machinery.

The Morris & Company Board of Directors supports the principles set out in this policy driving financial and reputational value through meeting social and environmental expectations. The policy provides guidelines and standards which set a common approach and practical guidance for each of our operations to bring to life, with particular relevance to its trading sector.

Collectively, by aligning our overarching business values & strategy with the needs of employees, customers and the communities we serve, we strive to be the most socially responsible and ethically considerate organisation we can be.

OUR VALUES

As expressed through engagement with our staff:

QUALITY
RESPECT
COMMUNITY-CENTERED
TRUST INNOVATION
FAMILY

We fully recognise our responsibility to continually improve the economic, social and environmental impact in the way we do business - an ambition reflected in our company-wide philosophy:



"Our philosophy brings to life our commonly held values and sums up our aim to deliver the highest possible quality of product or service through dedication to excellence in every aspect of everything we do."

Robin Morris

Chairman, Morris & Company

Our principles and values are embedded within our efforts to deal responsibly and fairly in the workplace, within the local communities and the environment at large. We are committed to improving our operations and performance to minimise any negative impact and maximize the positive effects. We endeavour to conduct our business with honesty, integrity and openness, respecting human rights with the interests of our employees, customers and wider society at heart.

The policy's integrated approach exists in synergy with our existing environmental policies for Care, Site Machinery and Property in addition to other current employment related policies including those covering Agency Workers; Alcohol and Substance Misuse; Anti-Slavery & Human Trafficking; Anti-bribery and Corruption; Anti-Harassment; Attendance; Complaints/Grievances; Confidentiality; Driving; Electronic Communications; Employing Volunteers; Equal Opportunities and Diversity; Family-friendly policies; Flexible Working; Health & Safety; Holiday; Lone Working; Redundancy; Recruitment; Retirement; Smoke Free; Training; Whistle Blowing.

PEOPLE

Our aim is to create a safe workplace in which there is mutual trust and respect and where everyone has a sense of responsibility for the performance and reputation of our company. We believe good two-way communication with our colleagues is integral to our business success and to job satisfaction alike. A business where key suppliers and customers are appropriately and professionally managed and connected with us.

Our variety of employment policies are designed to safeguard and protect our staff and promote professionalism and provide assurance for suppliers and customers alike.

DELIVERABLES FOR 2021/22

- Continue to keep our staff safe with all relevant Covid-19 procedures and practices as required updating and supporting those home working through good communication and care. Continuing to display up to date our comprehensive Covid -19 people and premises risk assessment on our Morris & Company corporate website
- Empower staff to fundraise for the company's elected charitable cause – Midlands Air Ambulance – through activities taking place in and out of work hours
- Recognise and celebrate with all our staff on their long service achievements providing opportunity to present awards/gifts and mark the occasions within our company magazine and on company social media platforms – over 60 staff were recognised in 2020/1
- Continue with the roll out of 'Access People' as one element of the company's comprehensive response to GDPR enabling data cleansing & greater transparency and convenience and ease for colleagues in seeing helpful relevant personal data centrally and safely stored/easily referenced by them
- Development of reporting tools on the new HR software enabling managers to monitor and address employment issues eg probation, reviews, attendance, appraisals, staff turnover etc to better support staff personal development

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- Create and communicate with colleagues through our companywide magazine plus divisional newsletters to share news & information. If and when the pandemic restrictions lift, also devise events to gather and unite teams underpinning our family values
- Provide professional training to ensure compliance at all levels and to assist colleagues in smart-working eg refresher training for iCare software module rolled out in 2020. Provide additional tailored training initiatives as required by divisions.
- Rollout of HR support clinics to the Group – regular, informal but scheduled opportunities for managers and staff alike to talk concerns and queries through with HR staff to facilitate early resolution and personal development
- Evidence best practice supplier relationships through good briefing processes, timely ordering/invoice settlement

BENEFITS

Ensures colleagues feel connected and informed about life across the business with opportunities to make a difference, feeling well trained and armed to carry out their roles effectively, supported by efficient systems, protocols and tools. Ensuring the business remains competitively positioned to compete in the markets it serves.

COMMUNITY

Our community participation reflects our colleagues' social responsibility opinions and aspirations in a number of different ways including expertise and employee time given free of charge and covered by the business; as well as through financial support and donations for charitable causes which we all believe meet and match our values.

The group wide established CSR Action Group comprising 6 members from all operations, levels, and sites across the company, continues to agree and guide in the areas of environmental innovations, groups and news; community activity and charitable giving supporting the evolution of our social responsibility programme. It continues in its mission to grow its positive impact meeting twice a year to discuss and evaluate progress and new developments.

DELIVERABLES FOR 2021/22

- Continue with the Morris Scholarship – funding the 3 year degree course and living bursary (£38,000) with mentoring support to student at UCS which commenced 2019. This year provide a month-long work placement for our Scholar working across Marketing and Human Resources departments to gain insight and experience for Business Studies degree
- Championing our new Property Apprentice Nathan Jones helping him attain his ambition of training to become a Site Manager, assisting him with practical experience and guidance. Progressing with further support for other candidates in 2021

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- Undertaking other work experience placements for local students to support studies and career opportunities across our business and departments. (These activities replace the Stepping Stone back to work placements as we continue to mentor 2 previous programme candidates who now have full time employment within the Group)
- Continue support for the Shropshire Youth Support Trust ASYSTOR programme. We enable staff to participate on an ASYSTOR panel offering free of charge time, advice and sharing experiences and connections to support less advantaged young people looking for mentoring to help set up their business
- Forging strong links with local authorities and other regional organisations to support mutually agreed charitable causes eg in 2021 pioneering a Virtual School initiative with Shropshire Council for children looked after in their care to ensure they receive the same educational advice as their peers, providing marketing support and professional online mentoring sessions with experts across the Morris group
- Communicate ideas and activities where staff can become involved in helping raise funds for charitable causes eg Midlands Air Ambulance, Alzheimers Society, British Red Cross etc
- Consider all requests for donations and apportioning the defined annual charities budget appropriately to relevant local charitable causes, ensuring we make a positive impact to our communities

BENEFITS

An holistic plan of activity empowering and motivating staff, enhancing company reputation as a socially aware and active organisation 'living its values'. Improved staff engagement and satisfaction. Closer engagement with partners and projects within the community.

Assistance in evidencing responsibility for Tendering opportunities and in helping attract and recruit the best staff

ENVIRONMENT

We pledge to constantly improve the management of our environmental impact. We will work with our business partners and other environmental groups and organisations to promote environmental care and increase our understanding of environmental issues pertinent to our businesses.

Each of our operations has developed effective environmental management systems which comply with all applicable environmental law and regulations and are relevant to their business fields.

DELIVERABLES FOR 2021/22

- Join appropriate groups aiming for a more carbon neutral region eg Shropshire Climate Action Partnership with its aim of carbon neutrality for the region by 2030 (joined in 2021)

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- Instigate Environmental Champions in our Nursing Homes
- Continue monitoring of company-wide energy use to encourage further reduction
- Environmental initiatives to reduce environmental costs of the business eg further digitization of Care & HR records to enable paper to be recycled
- Continue support for finalising the roll out of iCare software which dramatically reduces Care home paper use, in addition to strengthening our data management practices
- Use of hybrid and electric cars and electric chargers in Head office car park to help reduce company car emissions
- Regular reminder notices featured in the company magazine, Morris Life, to encourage energy efficient activity
- Proactive local sourcing of goods and services wherever feasible and commercially viable
- Compliance with the company's improved recycling programme and company-wide promotion of waste hierarchy and improve on the past year's recycling outcomes:

Recycled 18,500 kg paper across our business equating to:

- c50,000 kg wood saved – about 120 trees
- 523,616 litres of water saved
- 107,834 kWh energy saved
- 2874kg CO₂ reduced

BENEFITS

Improved brand image, reducing costs and waste, attracting employees who want to be associated with an environmentally responsible company and increasing our ability to comply with current and future regulation

COMPLIANCE

Compliance with this policy is continuously monitored and is subject to review and scrutiny by the Morris & Company Board annually. We measure the impact of our policy on agreed criteria of customer satisfaction and loyalty; employees improved skills, satisfaction and reduction in staff turnover, as well as environmental and sustainability targets as stipulated each year within this policy. This policy seeks continuous improvement and compliance with legislation with proper regard to the protection of people, premises, property and the environment.

Note: We will comply with our legal obligations under the GDPR regulations in the course of processing any data under this policy

April 2021