



**Gavin Jones Limited  
Nurture Landscapes Limited  
Nurture Holdings Limited**

**Corporate Social Responsibility Policy Statement**

Gavin Jones' Corporate Social Responsibility is achieved via a number of formal policies in conjunction to an approach which embraces the acknowledgment of the local community at our head office and those associated with our contracts.

**Environment**

We are committed Enhancing the Landscape through a programme of management, continuous improvement and reporting of our direct and indirect impacts, which marks our contribution to improving the world in which we live.

**Community**

We strive to be a good corporate citizen, recognising our responsibility to provide local opportunities and to work in partnership with the communities in which we operate.

**Workforce**

We are guided by our aim to be the employer of choice in the sector in which we operate, supported by our commitment as Investors in People GOLD standard.

**Human rights**

We respect the Universal Declaration of Human Rights and seek to be guided by its provisions and the principles of Equality and fairness in the conduct of our business.

**Health and safety**

Safety First – Always. We are committed to providing a working environment which is both safe and fit for the intended purpose and ensures that health and safety issues are a priority for all business operations.

**Suppliers**

We regard suppliers as our partners and work with them to help us achieve our policy aspirations in the delivery of our products and services.

**Customers**

We seek to provide our customers with a service hallmarked by integrity, quality and exceptional care; seeking always to exceed our customers' expectations.

**Standards of business conduct**

We are committed to ensuring that our business is conducted with integrity and in all respects according to rigorous ethical, professional and legal standards



## Our Company Philosophy & Objectives:

- **EXCEPTIONAL CUSTOMER SERVICE:** We aim to give complete client satisfaction by efficient and courteous service whilst offering excellent value for money.
- **SUSTAINABILITY:** We aim to improve our performance and create value by adopting sustainable business practices that integrate economic, environmental and social management.
- **HEALTH & SAFETY:** To ensure Health & Safety standards are of the highest order.
- **EQUALITY:** To provide a working environment in which everyone can thrive. To ensure no discrimination on the grounds of sex, sexual orientation, age, race, colour, disability or religion and to train, develop and encourage promotion within the Company based on merit and ability.
- **INTEGRITY:** To act with integrity at all times; to maintain a proper sense of responsibility towards the public.
- **RECOGNITION:** To recognise and reward the contribution made by each and every employee in achieving our aims and encourage the use of personal initiative to improve profitability and quality of operations, observing the Company's procedures.

A handwritten signature in blue ink, appearing to read 'Peter Fane'.

Signed: Peter Fane  
Position: Chief Executive Officer

Date: 04/01/2023