



CSR Policy

What is CSR

Corporate social responsibility (CSR) is about the impact an organisation makes on society, the environment and the economy. Having an effective CSR programme contributes positively to all of our stakeholders whilst adding value to our business by ensuring it operates in a sustainable and ethical way throughout the whole of the business.

This benefits our company in a number of ways;

- Understanding the needs and values of our clients to help attract and retain them to the business
- Working closely with our strategic partners to ensure that environmental and people friendly practices are consistent across the business, as well as valuing their important contribution to our success.
- Complying with the latest laws and legislation to protect the business and the people we connect with.
- Demonstrating that our values are important and evidenced throughout everything we do, helping to build trust and integrity, as well as secure tenders or contracts in the future.

Scope

This policy is applicable to the following stakeholders within our business:

1. Clients
2. Directors
3. Strategic Partners

We will engage with our stakeholders to ensure we are delivering our aim of being a sustainable and ethical showcase to other 'for profit' businesses, where we are considering both our positive and negative impacts on people and the planet.

Our Values

At Kindred our mission is to enable every business to positively impact their local or global community. We will achieve this by working with micro organisations and SMEs who recognise the importance of creating profit from purpose, and not driven solely by their shareholders.

Kindred was created out of passion and opportunity to fill a gap that a lot of smaller businesses have in the knowledge and capacity to create and deliver their CSR. As a “for profit” company, Kindred will set a good example of how businesses can operate ethically by publicly practising what we preach.

Therefore, our core business values focus on:

1. Sustainable growth from the inside out
2. Partnership and Collaboration is the only way
3. Support for those who need it
4. Open and honest approach

We would expect to connect with people who share similar values to ours, and that as we grow, we create a working environment where everyone feels respected, valued and included.

Delivering our CSR

As the business continues to grow, we will work with our stakeholders to develop and deliver our CSR policy organically, by reviewing current success as well as incorporating new areas in the following ways:

1. Ensuring Good Governance

Creating this policy is the first step to a more formal adoption of CSR as part of our core structure and business practice.

We will undertake appropriate CSR actions that strengthen our organisation, and review and report on our CSR at Director level to ensure it is effective and reflective of our stakeholder and environmental needs.

We will share our CSR policy and activity publicly to ensure transparency in everything we do.

We will work to go above and beyond compliance to all legal obligations related to our core function, and encourage our members to do the same within their own businesses.

2. Investing in People

We will work in consultation and partnership with our stakeholders to ensure that we are an accessible organisation that follow Modern Slavery and Equality, Diversity and Inclusion laws that lead to fair treatment, dignity and respect.

We will provide services that aim to be fully reflective of our stakeholder needs, and use local suppliers where possible.

We will connect with our wider community and use our influence to highlight opportunities where our stakeholders can contribute positively towards our society locally and globally.

3. Protecting our Planet

We will monitor the impact that our organisation and associated activities are having on the environment, with the long term aim of implementing changes that focus on mitigating our overall footprint.

We will make conscious decisions on our procurement, aiming to firstly reduce our consumption requirements, and to source eco-friendly products when this is unavoidable. We will aim to re-use and upcycle on existing items, reducing the amount that is newly produced or likely to go to landfill. We will recycle or compost our waste, and look at ways of being more energy and water efficient as we grow.

We will consciously consider both our physical and digital carbon footprint, acknowledging that getting a hybrid working balance will be challenging as we move towards a more digital future.

We will share our good practice with others so that they can become more educated in the crisis our planet is currently facing, encouraging them to reduce their own carbon footprint as part of our client, partner or supply chains.

Measuring our Impact

Where possible we will report on our CSR impact monitoring against the targets set within the associated CSR action plan. We will communicate our results to our stakeholders and the public on a regular basis, and produce an annual report highlighting success, review and improvements going forward.

We will review the action plan throughout the year and remediate any identified issues to ensure we are achieving the highest level of customer satisfaction and impact.

Signed:

A Phillips 

Date: 29/09/21

Name(s): Alison Phillips and Joel Phillips Position: Directors

Date of review: September 2022

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