



Corporate Social Responsibility Statement

We take our corporate social responsibilities seriously and are committed to advancing our policies and systems to ensure we address and monitor all aspects of CSR that are relevant to our business. These include good ethical behaviour, concern for employee health and safety, care for the environment and community relationships.

We recognise that it is important to maintain a productive and open dialogue with all parties who have an interest in our activities including our customers, suppliers and employees. We encourage feedback from employees, conduct regular customer satisfaction surveys and monitor supplier performance. We welcome communication from interested groups and maintain our website as a conduit for providing information and for contacting us.

Employees

Semaphore is committed to providing employees with a continuing learning and development opportunity to fulfil their potential and this process is managed to align with Semaphore's strategic goals and objectives. Appropriate training and education programmes (all staff participate in a Continuous Professional Development (CPD) Accreditation Standard programme) coupled with our membership of our industry's trade bodies reinforce this commitment to learning and development.

Semaphore is committed to providing equality of opportunity to all existing and prospective employees without unlawful or unfair discrimination. We have a policy to ensure all staff, irrespective of their gender, race, ethnic origin, disability, age, nationality, national origin, religion, hours of work, marital status and social class have equal opportunities.

Health & Safety

Directors within Semaphore demonstrate and disseminate commitment to health and safety by carrying out regular risk assessment, regularly reviewing our health and safety policy and communicating the findings to all staff, as appropriate.

Environmental

Semaphore recognise the importance of good environmental practice and the impact that its operations may have on the environment. The main objective of Semaphore's environmental policy is to comply with environmental legislation in all jurisdictions in which we operate and to adopt responsible practices by providing the best practical environmental option.

Supplier Relationships

Semaphore aims to pay suppliers promptly and to their agreed terms of trade. We aim to be transparent in our dealings and to give them clear written instructions at all times.

All suppliers are regularly reviewed to ensure that they comply with appropriate Employment and Environmental law.

We encourage our suppliers to consider their social and environmental impacts and to communicate their policies to us.

Community

Semaphore's policy is to be a responsible partner within the local community by supporting community initiatives. These include 'We love Marlborough' and as one of the sponsors of the world renowned annual "Marlborough Jazz Festival".

The Managing Partners review our CSR policy on an annual basis. Our employees are encouraged to contribute new ideas and to comment on our existing policy.

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