



Social Responsibility  
Policy Statement 2024/2025



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 94 colleagues who make up the business today, our family values run deep throughout our trading operations.

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 COMPANY

A forward-thinking property company spanning development, construction, portfolio management and holiday rentals. With our rich cultural history and long-term commitment to sustainable growth, we invest in the partnerships and communities we serve and in the great people who make up our family-run business group.

## OUR VISION

To be the region's first choice employer and property partner through our shared commitment to build and professionally manage high quality developments and properties. With our long-term outlook and family values, we provide our team with a supportive and inclusive environment, recognising the importance every one of us makes to our positive and respectful company culture.

## OUR VALUES

<i>Quality</i>	–	in what we build and how we work
<i>Trust</i>	–	through collaboration and honesty
<i>Responsibility</i>	–	socially, commercially and environmentally
<i>Advocacy</i>	–	championing local talent and the communities we serve

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 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; Carer's Leave; Confidentiality; Driving; Electronic Communications; Employing Volunteers; Equal Opportunities and Diversity; Family-friendly policies; Flexible Working; Health & Safety; Holiday; Lone Working; Paternity; Redundancy; Recruitment; Retirement; Sexual Harassment; 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 2024/25

- Commitment to invest and upgrade, refurbish Welsh Bridge offices to feature enhanced facilities and working environments as well as new LED energy efficient lighting throughout the building and new dedicated staff rest areas.
- Continuing to help all our staff members have access to helpful and free guidance and support for positive mental health through the Lifeworks programme we provide.
- Having enjoyed many fundraising activities across a range of charities last year, we continue to empower staff to fundraise for the company's new elected charitable causes and community activities.
- Recognising and celebrating with all our staff on their long service achievements providing opportunity to present awards/gifts and mark the occasions in our company digital magazine and on company social media platforms. 2023 saw us celebrate 13 long service awards equating to 175 years of service.
- Expanding the use of the HR software enabling managers to best support staff personal development.
- Creating and communicating with colleagues through our companywide digital magazine The M Word and regular news updates.
- Evidencing best practice supplier relationships through good briefing processes, timely ordering/invoice settlement.

- Continuing to stage social occasions for our teams to share time together through new events as voted for and organised by the newly energised CSR team – events last year being well attended and enjoyed.
- Offering enhanced professional training opportunities through membership of local organisations such as Chamber of Commerce, offering specialist training on areas ranging from first aid to google analytics.

## 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 8 members from across our business, continues to agree and guide in the areas of environmental innovation, 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 ideas and developments.

## DELIVERABLES FOR 2024/25

- Working to identify opportunities where we can add value FOC to the communities in which we are working. This can range from building activities to tree planting, supporting classroom activities and donating equipment and time.
- Continuing to grow our Apprenticeship programme which currently sees Property employing four young Apprentices working on construction sites in Shrewsbury and Telford and at our Shrewsbury Joinery Workshop. We also have one finance and admin Apprentice working in Finance at Welsh Bridge.
- Supporting the Mayor and her charitable causes through this year's donation to Guide Dogs for the Blind and Diabetes charities.
- Offering work experience placements for local students from Shrewsbury Colleges group for a full week working across our business to support studies and career opportunities. Additionally, committing to ad hoc opportunities championed by our staff as requested.
- Continuing to support the Shropshire Youth Support Trust through its ASYSTOR programme. We 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. Additionally, we support the charity through offering free marketing for candidates helping spread the word about their new business ventures.

- Continuing our participation with Investors in the Community Programme which assists numerous local charitable causes.
- Forging strong links with local authorities and other regional organisations to support mutually agreed community events particularly those in proximity or associated to our trading activities.
- Communicating ideas and activities where staff can become involved in helping raise funds for charities.
- Considering 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.

As an organisation we comply with all applicable environmental law and regulations relevant to our businesses.

## DELIVERABLES FOR 2024/25

- Working in partnership with local authorities to create biodiversity net gain (BNG) for current and future development.
- Developing our plan to decarbonisation with Clean Tech Group and implementing its recommendations on our journey to Net Zero.
- Continuing to monitor company-wide energy use to encourage further reduction including measures such as installing smart metres across the portfolio to adding electric charging points to new holiday rentals.
- Continuing participation in Shropshire Climate Action Partnership, the local group aiming for a more carbon neutral region eg Action Partnership with its aim of carbon neutrality for the region by 2030 (joined in 2021).
- Reviewing our company car policy to improve its environmental impact eg frequency of replacement.
- Investigating opportunities to improve existing construction fleet eg electric powered vehicles, potentially powered by PV panels.
- Featuring regular reminder notices in the company digital M Word magazine to encourage energy efficiency.

- 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. Levels continue to be lower year on year as a positive reflection of less paperwork across the business.

Recycled 13,654 kg of paper across business in 2023/4 which helped save:



40,906 kg wood



89,135 kWh energy



432,818 litres water



2,376 kg CO2 reduced

## BENEFITS

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 2024**