

Corporate Social Responsibility (CSR) Policy

1. Purpose

Northern Trading (Cumbria) Limited is committed to operating responsibly and ethically, recognising our impact on employees, customers, suppliers, the environment, and the wider community.

2. Our Responsibilities

Employees

- Provide a safe and healthy working environment
- Comply with all health and safety legislation and industry best practice
- Treat employees fairly, with dignity and respect
- Promote equality, diversity, and inclusion
- Provide appropriate training and development opportunities

Ethical Business

- Conduct business with honesty, integrity, and transparency
- Maintain a zero-tolerance approach to bribery, corruption, modern slavery, and unethical practices
- Protect confidential information and personal data
- Comply with all relevant legal and regulatory requirements

Environment

- Operate in accordance with our Sustainability Policy
- Minimise environmental impact through efficient waste management and transport operations

Community

- Act as a responsible local employer and business partner
 - Support local suppliers where practicable
 - Seek to minimise disruption from our operations, including traffic, noise, and environmental impact
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3. Supply Chain Responsibility

We expect our suppliers and subcontractors to operate to similar ethical, environmental, and social standards.

4. Implementation and Review

Management is responsible for implementing this policy, and all employees are expected to support its objectives. This policy will be reviewed annually to ensure it remains appropriate to our operations.