

Winch & Co is a multi-disciplinary management consultancy operating in the public, private and third sectors to improve operations, accelerate growth, reduce costs and manage risk.

The responsibilities of the business now extend far beyond the traditional boundaries, and the Board at Winch & Co recognises the corporate responsibilities that our customers, staff and other stakeholders rightly expect us to adopt with regard to social and ethical issues. This means ensuring that our branches, and facilities of all of our immediate suppliers, operate to the highest standards, and that we use our influence to ensure that our supply chain meets our strict criteria. We continually review compliance of both suppliers and our own internal team to these criteria.

Specifically, this means that customers can purchase our products safe in the knowledge that they have been produced by businesses that meet the following code of practice:

Health & Safety - We promote a culture of safety awareness and, in the event of accidents, we will investigate all instances accurately and thoroughly. Our objective will continue to be prevention rather than correction.

Working Hours - Employee working hours will comply with the prevailing legislations, and we will always provide adequate breaks.

Wages and Salaries - Will be paid at market rates, and in accordance with prevailing legislation.

Equality - Winch & Co operates an Equality Policy which will not tolerate discrimination, and our thorough Grievance Procedure supports this stance.

Disciplinary Code - Winch & Co has a Disciplinary Code which applies to all of our employees. This ensures that individuals have the opportunity to be represented at formal investigations, and in the event that they disagree with the findings, they have the automatic right of appeal to a more senior management forum.

Working Conditions - No employees will be allowed to work in hazardous areas without appropriate training. No-one under the age of 15, or in a forced labour situation, will be involved in our business, and no-one under 18 will be required to work on a night shift.

Local Community Relations - Winch & Co employs a large number of people that we rely on to operate as the successful and reliable business that we are today. We are, therefore, committed to working with the local communities, and will, where possible, support projects which are consistent with its Brand and Corporate values. In addition,

the Company understands that the location of some of its sites in residential areas can present particular problems to its neighbours, and will attempt to reduce any negative impact it may have on the local environment and its people.

Examples of Compliance to our own Social Values

School Programmes

We will regularly appear in schools and youth programmes to give talks on apprenticeships, business and the world of work with the help of our partners. We also help judge and mentor at the 'I Know I Can...' (IKIC) schemes that help children who aspire to start their own businesses.

Diversity in Employment Opportunities

We also work with the Job Centre to help train unemployed individuals who want to develop their skills to better compete in the world of work, as well as seek employment opportunities across a wide cross-section of society.