

Corporate Social Responsibility Policy

As a Firm we believe that Corporate Social Responsibility is an integral part of our "corporate" responsibility and strategy in living up to our values in all our relationships in our workplace, our client marketplace, the environment and our local community.

Social Responsibility has four dimensions. The first is concerned with the workplace, the second with the marketplace, the third with environment and the fourth with our community.

In the workplace our Social Responsibility objectives can be found in our HR policies and practices, such as staff consultation through a representative Staff Committee, learning and development and diversity and equal opportunity policies.

In the marketplace it concerns all aspects of our business relationships. Our standards are found in our external operational policies, in our terms of business and in the way we deliver services. We value our local business relationships and value participation with other local businesses in organisations such as the Kent People's Trust which supports of all types of community safety work focusing on the positive future of young people through education, diversionary activity and mentoring.

We value our working environment and carefully monitor our energy sources of supply and recycling opportunities. We have achieved ISO 14001 which sets environmental management system quality standards. Compliance will ensure we continue to be environmentally friendly - measuring our consumption, reducing waste, re-using and recycling, reducing our carbon footprint and environmental impact. This will enhance our environmental credentials and benefit the firm and its people by making tangible cost savings. We also support clients and organisations in their environmental objectives in areas where we live and work.

We invest in our community. We believe in giving back to the local population and have provided substantial services and time to local charities, educational establishments and local healthcare clients in order to improve their service to consumers. We also offer pro bono legal advice to Maidstone Citizens Advice Bureau and to University of Kent a free representation service for employment Tribunals. We have a dedicated Brachers Charitable Trust which ensures effective donations to good causes in our local community. We have nominated Spadework as our charity of the year. "Dress down" days are also arranged one day per month – responsibility for charity events sits with the Staff Committee. We also offer our services, premises and facilities to many local charitable groups.

We are committed to looking for business opportunities to deal only with local providers and suppliers.

It is our intention to review and renew this policy annually as part of our ongoing commitment to ensure that we behave responsibly in all our activities with our staff, clients, service providers and the local community.

We believe that a properly implemented Social Responsibility enhances our reputation. Our overriding objective is to give back freely of our time, skills and energy to benefit the local and wider business community with whom we have good relations.