

## **Community Programme Policy**

### **Introduction**

Like many other companies, we are moving beyond financial charitable donation towards sustainable community partnerships, often focused on the UK's most disadvantaged areas and so it is our policy to continue to develop our Community Programme.

### **The Policy**

Our approach is to work with our local communities, because this is where our company, most of our employees and their friends and families are based.

We will invite customers and suppliers to join us in our Community Programme where we can identify suitable opportunities.

We are guided in this by Business in the Community (BitC) and we gratefully acknowledge their advice.

### **Further Clarification**

Our Community programme consists of four aspects:

1. Local needs, issues and our impact on those
2. Support community organisations
3. Schools
4. Supply Chain Management

### **Employee Responsibility**

All employees are expected to understand the purpose and structure of our Community Programme.

The company encourages all employees to attend Community Programme briefings and staff events.

The company has an open invitation to all staff to discuss the Programme's continued development.

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**September 2011**

