

			Corporate Social Responsibility (CSR) & Environmental Social Governance (ESG) Policy			Risk Rating	Medium – Reviewed BiAnnually	
Reference:	CP035	Issue:	E	Reviewer:	T Jackson HSQE Advisor	Approver:	J Boulton Compliance Director	<i>J.F. Boulton</i>
Issue Date:		15/01/25	Compliance Date:		15/01/25	Planned Review Date:	15/01/27	

Corporate Social Responsibility Policy (CSR)



Environmental, Social & Governance Policy (ESG)

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What is Corporate Social Responsibility (CSR)?

Corporate social responsibility (CSR) refers to the efforts made by a company to improve society and contribute towards sustainable development. Also known as corporate conscience or corporate citizenship, CSR describes initiatives run by a business to evaluate and take responsibility for their impact on a number of issues ranging from human rights to the environment. CSR is a type of self-regulatory business plan, with initiatives focussing on achieving economic, social and environmental benefits for all stakeholders involved (employees, consumers, investors and other groups).



The purpose of CSR is to encourage businesses to conduct their companies in an ethical manner and work towards having a more positive impact on society through ensuring sustainable growth. Sustainability is often mentioned with CSR and is usually associated with environmental sustainability. However, sustainability can also apply to many other aspects of a business including procurement, economic, hiring and training for example.

Corporate social responsibility typically refers to lengths taken to by businesses that go beyond what is deemed compulsory by law and ethical standards as stated by regulators and environmental associations. CSR can often result in short-term costs which do not lead to immediate economic gain for the company, however instead support and prioritise social and environmental progress.

What is Environmental Social Governance (ESG)?

Environmental, Social and Governance (ESG) is similar to CSR but on a different framework and provides a more quantitative measure of sustainability and provides a measure of assessment for investors. It could be argued that ESG is currently overtaking CSR as a measure of sustainability in the corporate world. CSR is more focussed on the culture of a business and ESG incorporates audits and sets measurable goals. In summary, ESG is used more by financial and rating agencies to performance score business, which improves their valuation and gives measurable information to possible Investors.

ESG helps to highlight the ethics of the business to the external world. Companies who signal that they are using actionable ESG criteria show that they have a long-term vision and are therefore viable opportunities for investors. ESG programs can also lead to cost savings by reducing waste, reducing power consumption and reliance of fossil fuels and helping to attract better talent.

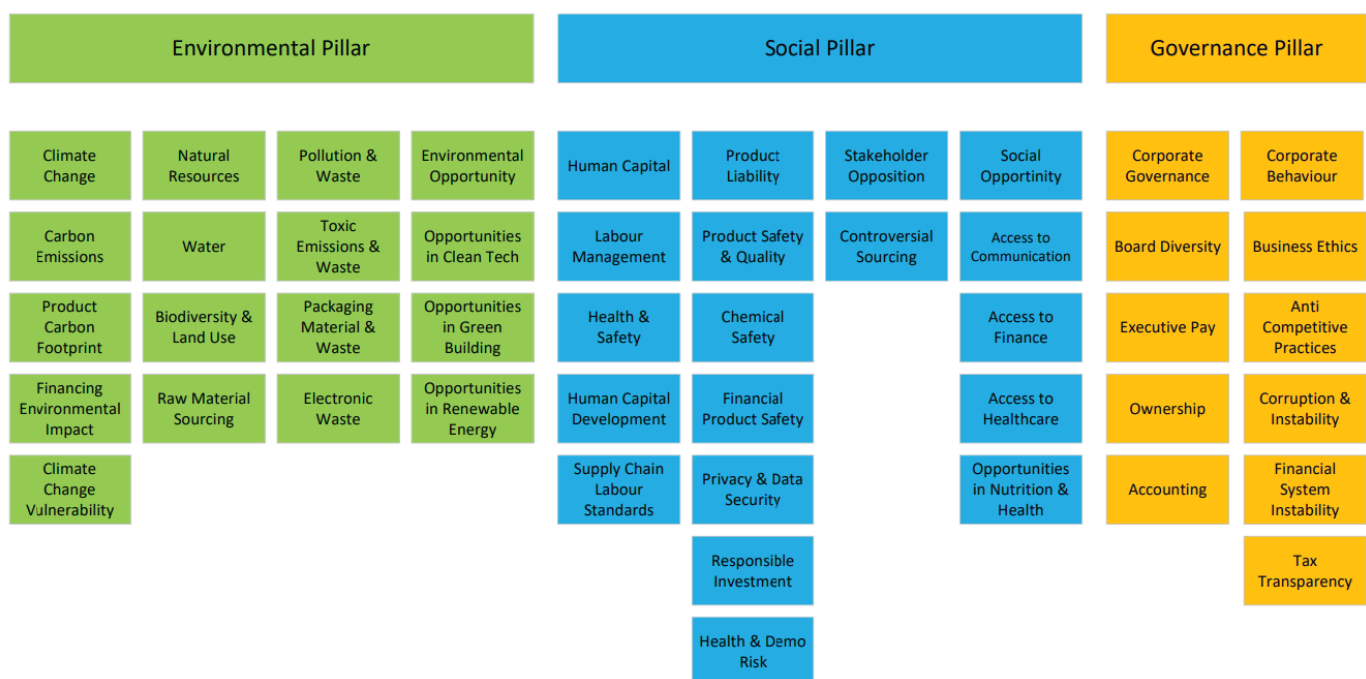
ESG considers specific things, including carbon emissions, deforestation, waste management and water usage, diversity and inclusion, fair labour practices, executive pay, internal corruption and lobbying.

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Buffaload Logistics are members of EcoVadis, they are a company that provides a range of sustainability solutions designed to help the business manage, measure, and improve its sustainability performances across their entire supply chain. The completion of the EcoVadis audit provides the business with a Sustainability Score and an action plan to improve its current position, which we also share with a number of our customers.

ESG is built on 3 pillars, Environmental, Social and Governance. Examples of what areas can be included for reporting are shown in the diagram below:

Environmental Social Governance (ESG) Framework



Modern Slavery Statement

It is Buffaload Logistics policy that there should be no modern slavery which includes forced labour within our operations and our supply chain. It is our belief that the human rights of all people must be respected and therefore it is our business culture to ensure that we recognise all human rights; to this end we are members of SEDEX.

We expect our suppliers to comply with our Code of Conduct Policy and ensure that they adhere to all legal and moral obligations with regard to Modern Slavery and responsible sourcing of goods and services and carry out due diligence with their suppliers.

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Environmental Corporate Social Responsibility

One of the most common forms of corporate social responsibility, a number of companies focus their CSR efforts towards reducing their impact on the environment. Whilst some UK business are now obliged by law to report on their greenhouse gas emissions, many others that are not required to do so are also beginning to address cutting their carbon footprint.

Though harmful effects on the environment were once dismissed as a necessary and unavoidable cost of doing business, pollution and excessive consumption of resources now also pose a social and political concern on a global level. For this reason, environmental CSR has taken off, with many companies now prioritising the impact that their business has on the environment. Broadly, environmental CSR tends to focus on a business cutting down its greenhouse gas emissions and waste. This involves re-evaluation of a business's production processes in order to identify wasteful acts and cut these from the company's business plan.

Ethical Corporate Social Responsibility

Ethical corporate social responsibility programmes focus on ensuring that all stakeholders in a business receive fair treatment, from employees to customers. Ethical responsibilities are self-enforced initiatives that a company puts in place because they believe it is the morally correct thing to do rather than out of obligation. Businesses consider how stakeholders will be affected by their activity and work to have the most positive impact.

Whilst economic and legal responsibilities are the primary concerns of a company, after addressing these fundamental requirements businesses can then begin to focus on their ethical responsibilities.



Ethical CSR initiatives are intended to enforce fairer treatment for all employees, with common examples including paying higher wages, offering jobs to those who might otherwise struggle to find work, ensuring that decent standards are maintained in work areas and refusing to partner in business with unscrupulous businesses or oppressive countries.

Ethical CSR considers every level of the supply chain, including employees who may not be directly working for the business. For example, programmes might be in place to ensure that people producing uniform for the company, receive fair treatment, or to prevent small scale businesses from being exploited by offering fair payment for their services. Though sometimes difficult to enforce, these programmes are intended to help ensure that employees, customers, shareholders and all other stakeholders get the fairest deal possible.

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Philanthropic Corporate Social Responsibility

Philanthropic social responsibilities go beyond simply operating as ethically as possible and involve actively bettering society. This type of corporate social responsibility is frequently associated with donating money to charities, with many businesses supporting particular charities that are relevant to their business in some way. However, philanthropic CSR does not only refer to charity donations, other common philanthropic responsibilities include investing in the community or participating in local projects. The main intention is to support a community in some way that goes beyond just hiring.



By investing in the community, the business encourages loyalty from employees whilst benefiting from an improved support system. Corporate philanthropy also serves as a way of representing a company's commitment to society, demonstrating that they value the community beyond simply providing a workforce or source of revenue. For example, businesses might offer their employees the opportunity to volunteer with local charities during working hours or through matching gift programmes where workers donations to charities are matched by the company.

Buffaload Logistics – Corporate Social Responsibility and Environmental, Social Governance Policy

CSR/ESG: Our Commitment

Buffaload Logistics Limited recognises the Corporate and Social Responsibilities and our Environmental, Social and Governance requirements it has to all stakeholders i.e. shareholders, customers, employees and local communities. Buffaload Logistics is committed to conducting business which achieves sustainable growth and fulfills all legal and moral obligations.

Buffaload Logistics aims to achieve its business objectives in a responsible manner, recognising economic, social and environmental impacts of our activities.

The concept of providing CSR/ESG is fully integrated into the long-term strategic approach for the business; thus, reducing waste and energy, our environmental impact & improving the welfare of staff and engagement within the local community are paramount.

Environmental Responsibility

We are committed to minimising environmental impacts as a result of our activities by continuing to reduce carbon and particulate emissions through a programme of innovation and waste reduction. We will deal with any environmental issues in a responsible manner i.e. conservation of water and energy resources, pollution reduction; and where possible the recycling of paper, card and plastic.

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Business Integrity

We are committed to ensuring that our business is managed in all areas according to the highest ethical and professional standards. We will seek to influence our suppliers to operate to the high standards we expect from ourselves.

Communities

We are committed to continuing charitable donations and to encourage staff and business suppliers and customers to support and develop initiatives within the communities in which we operate. We will support the requirements of the community in the local areas of our business where we can assist.

People

We are committed to providing a safe and structured platform to enable all staff to grow and develop within the business. We are committed to treating all of our employees in a fair and equitable way; this is specifically to stop any discrimination on grounds of ethnicity, nationality, religion, sex or race.

CSR/ESG: Our Framework

The vision of Buffaload Logistics is clear: To provide significant cost saving benefits to our customers through the use of our owned double-deck fleet; helping in not only reducing road miles but also minimising vehicle requirements and fuel consumption; all of which helps contribute to lower CO² emissions. To achieve this vision, Buffaload has developed a series of programmes aimed at delivering growth for the business and value for its shareholders.

CSR/ESG is embedded within Buffaload's vision, reducing waste, reducing empty miles, increasing efficiencies and system development are some of the key features that Buffaload places emphasis on to achieve their business objectives.

CSR/ESG: Our Delivery

The Senior Management Team sets out the guiding principles and direction for CSR/ESG within Buffaload Logistics and is responsible for reporting to the main board. As well as establishing the strategic vision for sustainability throughout Buffaload Logistics, the SMT is a forum for reporting on the status of on-going corporate responsibility and environmental initiatives across all the business functions. The remit includes developing:

- Strategy and objectives necessary to deliver the sustainability goals across economic, social and environmental areas;
- Implementing measurable targets for sustainability and the specific activities and initiatives to deliver these;
- Developing a monitoring system for the progress and success of these activities;
- Providing platforms for engagement and communication with all stakeholder groups.

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CSR/ESG: Our Strategy

Environmental Responsibility

Buffaload Logistics understands that the transport industry plays a major part in releasing emissions into the atmosphere and is fully committed to minimising its environmental impact. This will be achieved by reducing empty miles and waste in the transport network; ensuring its drivers are trained to the highest standards in fuel efficient driving, and in its vehicle replacement programme which will ensure environmentally friendly vehicles are purchased when possible.

Buffaload Logistics will look to find new ways to reduce our environmental impact by working to best practice in accordance with such schemes as ESOS (Energy Savings Opportunity Scheme) and working with our partners (Greenly & Coral Energy) who specialise in carbon reporting and reduction.

Business Integrity

Buffaload Logistics has a clear approach to its business integrity which underpins its values of transparency and business ethics and will conduct its business to the highest standards. The following policies support our commitment to this strategy; Environmental and Sustainability Policy, Quality Policy, Equality & Diversity Policy and Whistle Blowing Policy.

Buffaload Logistics regards suppliers as partners in our work and we work with them to provide our expectations in the delivery of products and services. Buffaload Logistics is committed to working with its suppliers on the understanding that products are sourced and disposed of in a way that the environmental impact is minimised. Buffaload Logistics works to ensure that the welfare of others and labour conditions within our industry supply chain meet the recognised standards by being members of SEDEX and EcoVadis.

Communities

Buffaload Logistics contributes to the communities in which it operates, particularly to those local to its operational activities, through supporting community initiatives and charities. Each site is encouraged to develop schemes which will support the requirements of the community in the local area alongside the donations that Buffaload Logistics makes annually to its chosen charity partners.

People

Buffaload Logistics provides its employees and prospective employees with equal opportunities and we recognise that our reputation is dependent on the effectiveness, quality, and skills of our employees through training. We are committed to treating all of our employees in a fair and equitable way; this is specifically to stop any discrimination on grounds of ethnicity, nationality, religion, sex or race. Opportunities are available to disabled employees in line with their abilities on equal terms with other employees.

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Health and Safety Quality and Environment

Buffaload Logistics is fully committed to the Health and Safety of its workforce; we recognise that worker involvement is key to a positive Health and Safety Culture. Working safely leads to a healthy, safer life for all involved and also greater efficiencies for Buffaload Logistics.

Buffaload Logistics has a proactive approach to managing risk and follows a robust procedure to identify all hazards and risk management. The aim is to achieve continuing improvements in our health and safety performance through the use of solid internal and externally audited health and safety management; this is supported by our Health & Safety Policy.

People Development

Our people are the foundation of our success and we want to ensure that they have every opportunity to grow and develop within the business and therefore we endeavour to recognise colleagues who are ready for the next stage of their development and support them in their progress and at the same time give support and guidance to those who require help in meeting the required standards.

Health and Wellbeing

Buffaload Logistics is fully committed to providing a programme of health and nutrition delivered through the employee induction and refresher training given.