

## **Corporate Social Responsibility (CSR) Policy**

### **Purpose**

At Signature Pubs Limited, we are committed to running our business in a socially responsible way that positively impacts our employees, customers, communities, and the environment. Our CSR policy reflects our core values of Excellence, Leadership, Inclusion, Accountability, Caring, and Fun, and ensures that our business contributes to sustainable growth while fostering a culture of responsibility.

### **Scope**

This policy applies to all Signature Pubs venues, operations, employees and stakeholders. It governs how we interact with the community, manage environmental impacts, and conduct ourselves as a responsible business.

### **CSR Objectives**

Our CSR initiatives aim to:

1. Promote a safe, inclusive, and engaging workplace.
2. Minimise our environmental footprint through sustainable practices.
3. Support local communities and charitable causes.
4. Conduct our business with ethics, integrity, and transparency.
5. Encourage employee participation in social and environmental initiatives.

### **Key CSR Areas**

- People & Workplace
  - Ensure health, safety, and wellbeing of all employees.
  - Promote diversity, equity, and inclusion in recruitment, training, and career development.
  - Offer learning and development programs, empowering employees to grow professionally and personally.
  - Recognise and reward excellence and accountability within teams.
- Community Engagement
  - Partner with local charities and community organisations, supporting initiatives that align with our values.
  - Sponsor community events and educational programs where possible.
  - Encourage employees to volunteer through company-supported initiatives.
- Environmental Sustainability
  - Implement waste reduction and recycling programs in all venues.
  - Source products responsibly, prioritising local suppliers to reduce carbon footprint.
  - Minimise energy and water usage through efficient operations.
  - Promote sustainable practices to customers and suppliers, e.g., eco-friendly packaging and recycling initiatives.

- Responsible Hospitality - in line with the Licensing (Scotland) Act 2005. Upholding the 5 pillars of the act.
  - Encourage responsible alcohol consumption and provide staff training in safety and compliance.
  - Ensure venues are welcoming, safe, and accessible for all customers.
- Ethical Business Practices
  - Operate with integrity and transparency in all dealings.
  - Ensure suppliers and partners meet ethical, environmental, and social standards.
  - Uphold compliance with all relevant laws and regulations.

## **Governance and Monitoring**

- The Management Team is responsible for implementing and monitoring CSR initiatives.
- Ongoing tracking progress against objectives.
- Employees are encouraged to propose CSR initiatives and participate in sustainability and community programs.

## **Communication**

Signage, newsletters, social media, and our website will be used to share progress and successes.

## **Review**

This policy will be reviewed annually to ensure it remains relevant and aligned with evolving social, environmental, and business priorities.

This CSR policy aligns Signature Pubs' ethos — putting people first, creating fun and inclusive environments, and making a positive impact on society and the environment.