

## **Scottish Squash and Racketball Limited**

### **Corporate Social Responsibility Policy**

#### **1 Introduction**

As a sports governing body, Scottish Squash and Racketball (SSRL) believe that the long-term future of the organisation is best served by respecting the interests of all our stakeholders, public and private sector partners, elite athletes, leisure sportsmen, suppliers and the wider community.

We will look actively for opportunities to improve the environment and to contribute to the wellbeing of the communities in which we operate.

This CSR policy sets out the principles we follow and the programmes we have developed to focus on the areas where we have significant impact or influence.

#### **2 Principles**

##### **Shared responsibility**

Social and environmental responsibility involves everyone. In our own case, SSRL structure means that our member clubs share these responsibilities.

We aim to develop and implement social and environmental policies which fit in with everyday activities and responsibilities.

#### **3 Honesty and accountability**

We will communicate our social and environmental policies, objectives and performance openly and honestly to all with an interest in our activities. We will also encourage our stakeholders to communicate with us and we will seek their views.

#### **4 Sustainable progress**

We are committed to continuous improvement.

We will take into account technical developments, changing scientific evidence and best practice, costs and customer concerns and expectations in the development and implementation of all new social and environmental policies and procedures. We will monitor our performance, set objectives for improvements and report our progress.

#### **5 Demonstrable compliance**

As a minimum, we will meet or exceed all relevant legislation. Where no legislation exists we will seek to develop and implement our own appropriate standards.

#### **6 Environment**

We will take all reasonable steps to manage our operations so as to minimise our environmental impact and to promote good practice. We will set and follow high standards of safety in sport.

#### **7 Relationships**

We will conduct our business relationships with integrity and courtesy, and honour commitments made to our stakeholders.

#### **8 Employees and Volunteers**

We will respect our Employees and Volunteers and encourage their development and training.

We will promote equality as differences in responsibilities permit and consider the interests of our Employees and Volunteers including their welfare, health and safety.

We aim to empower our Employees and we will recognise individual contributions and reward our Employees fairly, our aim being worthwhile and satisfying employment in a successful organisation

APPROVED BY THE SSRL BOARD 16<sup>th</sup> January 2011