

LEARNING SPOT LTD

Trading as The Builders Academy™

Corporate and Social Responsibility Policy

Policy Statement

The company is committed to conducting business in a responsible, ethical, and sustainable manner. We recognise that our activities can impact employees, customers, suppliers, local communities, and the wider environment, and we are committed to acting in a way that contributes positively to society while maintaining high standards of business conduct.

Our Corporate and Social Responsibility (CSR) approach reflects our commitment to integrity, fairness, accountability, environmental awareness, and respect for people in all aspects of our operations.

Because apparently businesses cannot simply “make money” without occasionally being reminded not to damage society in the process. A strangely necessary document for a species that invented both hospitals and pyramid schemes.

Our Commitments

The company is committed to:

- Conducting business honestly, ethically, and in compliance with all applicable laws and regulations
- Treating employees, customers, suppliers, and partners fairly and with respect
- Providing a safe, healthy, and inclusive working environment
- Supporting equality, diversity, and non-discrimination in the workplace
- Minimising the environmental impact of our activities wherever reasonably practicable
- Promoting responsible business practices throughout our supply chain
- Supporting local communities and charitable initiatives where possible
- Maintaining high standards of professionalism, integrity, and accountability

Employees and Workplace

We value our employees and are committed to providing a positive working environment where individuals are treated with dignity and respect.

The company aims to:

- Promote equal opportunities for all employees
- Prevent discrimination, harassment, bullying, and victimisation
- Encourage training, development, and employee wellbeing
- Maintain fair employment practices and working conditions
- Support health and safety throughout the workplace

Employees are expected to behave professionally and responsibly and to contribute positively to the company's culture and reputation.

Environmental Responsibility

The company recognises the importance of protecting the environment and aims to reduce waste, improve efficiency, and minimise pollution wherever possible.

We encourage sustainable working practices, responsible use of resources, recycling, and environmentally conscious decision-making throughout the organisation.

Ethical Business Practices

The company operates with honesty and integrity in all business relationships and maintains a zero-tolerance approach to bribery, corruption, fraud, and unethical conduct.

We are committed to fair competition, responsible sourcing, and maintaining transparent and professional relationships with customers, suppliers, and stakeholders.

Community Engagement

Where possible, the company will support local communities, charitable organisations, and social initiatives that align with our values and business objectives.

We encourage positive engagement with the communities in which we operate and aim to contribute in a meaningful and responsible way.

Supplier and Partner Expectations

We expect suppliers, contractors, and business partners to uphold standards consistent with this policy, including ethical conduct, fair treatment of workers, legal compliance, and environmental responsibility.

Compliance and Review

All employees are responsible for supporting and complying with this policy. Any concerns regarding unethical or irresponsible conduct should be reported to management.

This policy will be reviewed periodically to ensure it remains effective, relevant, and aligned with current legal requirements and best practice standards.

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