



## **ANDERIDA ADOLESCENT CARE**

### **SOCIAL RESPONSIBILITY POLICY**

Anderida takes its responsibility to economic, social, environmental and community issues very seriously, we have developed an ethos of cooperation and contribution in all areas for our organisation, our young people and are staff team.

As an organisation we have a high expectation of our staff team regarding their conduct, both in and out of the workplace. Their behaviour impacts on the reputation of the organisation and on the wellbeing of the young people and their colleagues.

#### **POLICY ELEMENTS**

We strive to be a responsible organisation that meets the highest standards of ethics and professionalism.

Our company's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

#### **Compliance, Legality, Our company will:**

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent
- We'll always conduct business with integrity and respect to human rights.

#### **We promote:**

- Safety for all
- Respect toward all of our, young people, staff and stake holders
- Anti-bribery and anti-corruption practices
- Protecting the environment
- Our company recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all.
- Protecting people

#### **We ensure that we:**

- Don't risk the health and safety of our young people, staff and the community.
- Support diversity and inclusion.

- Human rights
- Our company is dedicated to protecting human rights. We are a committed equal opportunity employer.

### **PROACTIVENESS**

Charitable donations and fund raising for local, national and international charities.

### **VOLUNTEERING**

Our company will encourage its employees to volunteer, and as an organisation we will annually undertake voluntary project locally.

### **PRESERVING THE ENVIRONMENT**

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Organising reforestation activities
- Engaging in environmental activities i.e. beach cleans
- Using environmentally friendly technologies and products

### **LEARNING**

We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.

#### **Other related policy and procedures:**

- Anti-discrimination Policy
- Business Continuity Policy
- Environmental and Ethical Policy
- Equal Opportunity Policy
- Neighbourhood Procedure
- Staff Conduct Policy