

# Social and Community Policy

## Introduction

Although we are a small company here at 2ZLF Ltd we seek to contribute as much as we can to the people, community, and environment around our site in Derby and those of our customers.

## People

At 2ZLF Ltd, we strive to create a friendly supportive environment helping our people through difficult times. We believe in rewarding our people fairly with all wages well above the "Living Wage" with staff given standard 25 days holiday and support through times of sickness and family bereavement. Employees are encouraged to stay active and have been supported by the availability of government schemes such as the Bike to Work Scheme.

## Community

A community is made up of people. Primarily we support our community by employing local people, with the whole operational team being local Derby people. They are proud of their city and are proud of their company. We source and procure goods and services from local small businesses whenever we can. We believe in prompt regular payments to all our suppliers with this being critical for small and micro businesses.

## Environment

Environmentally we are striving to reduce CO2 emissions, increase recycling, decrease water consumption, increase water discharge quality, reduce power usage as well as care for our local environment through litter picks and contribution to local green projects. Spring will see our borders returned to nature with the encouragement of wild-flowers to help biodiversity in the local area.

## 2ZLF'S Commitment

To help with the above annually we commit to donating 0.5% of our turnover to good causes. As the company grows, we would like to increase this percentage. We believe passionately in the health of our people, community and environment. Therefore, each year we will choose charities in the following sectors – Health/Care Sector, Environmental and Children's sports/leisure.

For 2020/21 the selected charities are:

- Treetops Hospice in Derby
- Trees for Derby
- *Children's sports/activities/leisure.*

Signed

A handwritten signature in black ink, appearing to read 'Victoria Horner', is written over a light blue rectangular background.

**Victoria Horner**  
Sales & Marketing Manager

**Date:**  
27<sup>th</sup> October 2020