

The main priorities of the Practice are to provide the highest possible level of service to our clients followed by the need to operate as a profitable business. BPP applies Corporate Social Responsibility through our day-to-day business and extra-curricular activities, by considering the needs of communities and the environment, based on the following values:

**Professionalism, transparency accountability**

BPP conducts its business with honesty and integrity in accordance with the principles of fair competition and applicable regulations and with respect for the interests of those with whom it has relationships. BPP expects similar trading ethics from their suppliers to be able to benefit from long term business association with them.

**Respecting equality and diversity**

BPP operates an Equal Opportunities & Diversity Policy and Respect for People Policy. BPP is committed to ensure all employees are treated fairly, equitably and with dignity and respect. This policy also applies to BPP's client employees and residents.

**Quality Assurance**

BPP is committed to providing services, which consistently offer value in terms of price and quality. As part of the Quality Management System, BPP regularly invites feedback from clients. BPP is certified in ISO 9001:2015.

**Environmental & Sustainability**

BPP is committed to running its business in an environmentally sound and sustainable manner. BPP's aim is to ensure that its services have the minimum adverse environmental impact commensurate with the legitimate needs of the business. BPP's Environmental & Sustainability Policy is based on the promotion of resource efficiency by adopting principles of waste elimination and waste hierarchy. BPP is certified in ISO 14001:2015 and has in place Carbon Reduction Plan to commit to achieving Net Zero emissions by 2050.

**Health & Safety**

BPP is committed to providing safe and healthy working conditions for its employees and enforces its Health & Safety Policy across the business.

**Legal**

BPP complies with the laws and regulations and implements procedures to ensure legal trading.

**Voluntary and philanthropic**

BPP is committed to recognising its employees' contribution to the business and promoting goodwill and work-life balance by offering fair remuneration, profit sharing, holidays and celebrating success to maintain low absenteeism and low turnover of staff.

BPP is also committed to contributing towards the society by donating to charities and fund-raising events.

Signed: M Walmsley  
Partner

Dated: 14 December 2023