



Our Ethical Policy

Overview

As our name suggests, we take our ethical policy seriously! For us being ethical is about how we do business as well as who we choose to work with. If you want to know more read on.

A) How we do business

We passionately believe that you can run a successful ethical business. Here are some of the working practices that help us to do this:

Finances

- We don't judge success purely in terms of financial profit. We cap our profits so that we can recycle money back into the ethical sector.
- We provide transparent billing which shows our clients how their money is being spent.
- On every job we make sure we are providing good value for money.
- Wherever possible we pay the sole traders and small suppliers we work with ahead of due date.

Our offices

- We minimise our waste and recycle wherever we can
- We use natural resources as efficiently as possible
- If we offer you a cup of coffee it will be fair trade.

B) Who we choose to work with

We work hard to ensure that the organisations and businesses we work with are not having a detrimental impact on society. But we don't only avoid working with the 'bad guys'! We also choose to work with clients who are making a positive contribution to our society. These are some specific criteria we use to make sure we are happy with our clients:

Ecological Impact

We will seek to work with organisations and businesses involved in

- recycling and sustainable waste management
- renewable energy and energy efficiency
- sustainable products and services

We will not work with any organisation or business whose core activity contributes to

- global climate change
- the manufacture of chemicals which are persistent in the environment and linked to long term health concerns.
- the unsustainable use of natural resources
- the development of genetically modified organisms

Corporate responsibility and global trade

We will seek to work with organisations and businesses that are taking a responsible position to

- fair trade
- labour rights in their own operations and through their supply chains

We will not work with organisation and business that

- use irresponsible marketing practices in developing countries
- are involved in the manufacture of tobacco products

Human rights

We will seek to work with organisations and businesses:

- that take a responsible attitude to discrimination in the workplace.

We will not work with any organisation or business:

- that fail to uphold basic human rights within its sphere of work
- whose links to an oppressive regime are a continuing cause for concern
- that is involved in the manufacture or transfer of armaments or torture equipment to oppressive regimes

Animal welfare

We will seek to work with organisations and businesses involved in

- the development of alternatives to animal experimentation
- farming methods which promote animal welfare

We will not work with any organisation or business involved in

- animal testing of cosmetic or household products or ingredients
- intensive farming methods
- blood sports or the fur trade

**These guidelines have been drawn up with reference to the Cooperative Bank's Ethical Policy*

