

# SUSTAINABILITY POLICY

James Cocker and Sons is a small, family run business with three employees operating in three main areas:- (i) sale of bare root roses on a retail and wholesale basis, (ii) provision of landscaping and garden maintenance services to the local community, and (iii) provision of rental accommodation as a private landlord.

## VISION

To operate with minimal impact on our environment, to provide services inclusively, and to promote general wellbeing.

## PRINCIPALS

We are committed to minimising the impact of our activities on the environment and promoting social responsibility in all aspects of our business through the following principals: - awareness, integrity, inclusivity, respect, self-improvement and leadership.

## ISSUES

We acknowledge that our business has an impact on the environment and we have a responsibility to manage and reduce this impact. We also acknowledge that we can make a difference to the lives of others and we have moral duty to engage with our community and service users in a socially responsible manner which promotes equality, health and wellbeing.

## AIMS

- Minimise waste by recycling where possible.
- Minimise consumption of resources by ensuring our operations are as efficient as possible.
- Minimising with a view to eliminating use of peat in our horticultural operations.
- Engaging with our service users to promote reduced usage of resources and recycling.
- Minimise toxic emissions through the selection and use of our vehicles and staff training in fuel efficiency.
- Monitor our energy usage and consider alternative energy sources.
- Produce and promote a product range to minimise the environmental impact of both production and distribution by limiting the use of finite natural resources and selecting sustainable resources instead.
- To promote social inclusion by making our services available to all irrespective of race, sex, gender, age, disability, sexual orientation, class, religion, marital status or social status.
- Undertake a sustainable approach to the built environment in all construction, maintenance and refurbishment of all rental accommodation.
- To give freely our time and support to the local community to promote general health and wellbeing in our areas of expertise.
- Meet or exceed all legislation that relates to our business.

## REVIEW

This Policy was agreed by Alec J. Cocker on 1 July 2016. The Policy will be reviewed annually and a report on progress will be made.

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Alec J. Cocker  
Proprietor