**Corporate Social Responsibility**

Quicksilver considers Corporate Social Responsibility to be the actions that go beyond the legal and economic performance of an organisation; and as such, we are committed to being a responsible business in both how we work with clients and how we contribute to the wider community.

We recognise that our working practices have an impact on our community and we take responsibility to manage the impact as a priority by using the resources we have available to make a significant sustainable difference.

By giving something back to positively benefit the community and environment, every member of staff, at all levels, take pride in ensuring the policy is maintained and acknowledged on a daily basis.

We have identified key areas where our policy positively impacts on the community and environment –

**Employees**

Every employee at Quicksilver is encouraged to work to their highest performance through team work, knowledge sharing and transparency at every level. We respect the rights and dignity of each and every employee and treat them all fairly without discrimination.

At Quicksilver, we have a culture of recognising employee achievements and team contributions by rewarding them appropriately, giving back to our employees is a priority.

**Charitable Giving**

Quicksilver are a charity focussed organisation, supporting local and national charities as much as possible. We donate furniture that has been repurposed to charities such as the National Trust to ensure a longer lifespan of the items and to reduce the amount of wastage that can occur in the industry.

We are a supporter of St.Oswalds Hospice based in Newcastle upon Tyne, to help move and install their Snowdog sculptures that will be on display around the region in September 2016 for the Great North Snowdog exhibition. We are contributing many hours of man-time and resources, free of charge to support this charity to help raise vital funds for the hospice that supports so many local people.

**Environmental Management**

Our purpose built, modern site is designed to consume very little power, with no unnecessary heating, and energy-saving lighting.

Such waste that accrues is collected by our recycling partner O’Briens, who we trust to handle disposal in the most appropriate manner to minimise environmental impact. Our Document Archive disposes of confidential waste documents by shredding by a specialist agency who recycles the product.

All consumables, such as cartons or removal crates are made from recycled materials and we recycle every day waste such as paper and plastics. We have a culture of recycling at Quicksilver and all employees are given training in how and what to recycle so we can maintain a high level of recycling.

Our environmental management is not restricted to recycling and energy use; our company vehicle maintenance is taken very seriously to ensure total conformity to the best standard (Euro 5/6) to guarantee the best emission and fuel consumption standards.

Any matter considered by a client to be of particular environmental consideration (such as chemicals) will be treated as such by Quicksilver, and any appropriate instruction carried out.

On occasion, clients wish us to dispose of sundry items upon relocation or renovation of premises. This we manage in the following priority:

1. sale of items as used
2. sale of all metals as scrap
3. gift to charity
4. disposal at licensed sites

Quicksilver is a Registered Carrier of Controlled Waste. Our Registration No. is TWR/837291

**Ethical Purchasing**

Quicksilver takes pride in the procurement of products and services and only looks to build relationships with suppliers who share a similar ethical business approach.

We review our supply chain regularly to ensure suppliers are in accordance with our high standards relating to forced labour, freedom of association, health and safety, child labour, fair wages, working hours and discrimination.

**Local Community**

Quicksilver are active in the local community to support regional community groups and services thrive and with our support, they can maintain their services to the community to build stronger futures.

We sponsor Ponteland Rugby club, we sponsor Rehouse Farm under 10’s football kits and donate time and resources to many other local services.

Quicksilver continues to support community initiatives to contribute to future successes and help the overall community spirit.

Responsibility of this policy initially lies with Managing Director, David Collard however every employee is responsible for its implementation.