

Corporate Social Responsibility (CSR) Policy

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Date of Last Review:	January 2026
Approval Authority:	Director
Review Frequency	Annually
Location:	Internal File Storage System
Date of Next Review:	January 2027

Overview

This policy statement applies to all of the operations of Christmas Creations and sets out the minimum standards which we expect from employees in their internal and external dealings with colleagues, customers and third parties. Corporate social responsibility (CSR) for Christmas Creations means that we take account of the impacts of our activities on the environment, society and the economy.

- We will conduct every aspect of our business with honesty, integrity and openness, respecting human rights and the interests of our employees, customers and third parties.
- We will respect the legitimate interests of third parties with whom we have dealings in the course of our business.
- We will maintain the highest standards of integrity – for example, we will not promise more than we can reasonably deliver or make commitments.

Conditions of the Policy

We will act in a socially and environmentally responsible manner and promote sustainable development where possible. We believe these principles are integral to our business, employees, customers and the areas we work in. We source as many products as possible from Europe, where we visit factories to inspect the quality of workmanship and staff treatment. Our suppliers comply with current legislation dictating employees' rights and working conditions. We have built up trusted relationships with suppliers who we have worked with over many years, both nationally and internationally. Christmas Creations has policy statements defining our commitment to health and safety, quality and environmental along with our company business objectives and other supporting policy statements. These all support our CSR policy. Our focus areas are:

- Investing for the long term through assessment, training and development
- Acting as a responsible business and work environment
- Engaging with customers and suppliers, and reacting in a positive and pro-active manner
- Managing our environmental aspect/ impacts; reporting on our carbon footprint and target setting
- Maintaining effective health and safety management systems, quality and environmental, and maintaining accreditation to the specific standards

We will actively communicate our policies internally to all our employees. Policies supporting the principles of the CSR policy, such as the Sustainable Development Policy, Bribery Act 2010 and others will also be communicated as appropriate to our customers, suppliers, subcontractors and interested parties as applicable.

The Director with overall responsibility for the implementation of this policy is Mr Alex Walters.

Signed:

Date: **21/01/26**

Mr Alex Walters
Director