

## Corporate Social Responsibility

Stephen Austin & Sons are a family owned firm with a long history as a member of the local community. Stephen Austin cares about its impact on both the local and wider global community and is committed to making a positive social contribution wherever we have the opportunity to do so.

We have donated printing presses, plate making and other equipment to the Curwen Print Study Centre, <http://www.curwenprintstudy.co.uk/> we have also regularly donated paper to this centre.

Stephen Austin has previously donated printing presses and stitching lines to our overseas clients. We also offer capacity building sessions to these clients, to build their skills and experience, enhancing their ability to be more self-sufficient thereby supporting their communities. The capacity building programmes take the guise of developing their skills and knowledge in various areas, for example administrative skills, specific printing and fulfilment expertise.

In addition, we contribute to the workshops and training in the field of printing to students who are both new and experienced in printmaking.

Staff within the business undertake activities throughout the year, such as bake sales and raffles to raise money for charities such as Breast Cancer Now. Our cycling team completed a challenging 50-mile charity ride to raise money for the internationally recognised Tu-Tu Desk Appeal, which provides portable desks for children in the developing world. The Company makes a generous contribution to each activity staff participate in.

Recently, each member of staff has been provided with a reusable Stephen Austin branded water bottle to avoid single use plastic within the business.

Of immediate local impact are workshops we lead, supporting effective electoral registration processes, prior to an election. This has been part of the working relationships with clients and non-clients since 2012. Where feasible, we extend the support of such training within other communities.

We at Stephen Austin firmly align with the short definition of community capacity building “measures that strengthen the collective ability of a community”. Our community encompasses not just our immediate environ, but a global community in that our work extends across all 5 continents. Reinforcing our community involvement in this widest sense is the work we do in Hertford, fund raising for national charities. Staff have completed marathons, cycle rides and other strenuous activities. As an organisation we match fund their efforts.

Paper wastage within the business is minimal, and recycling takes place, but some paper is left on the end of the reels that run on our presses. This paper is also offered to local schools and the Hertford museum, for free, for craft activities.

Globally, the company supports education in Africa. We provide student bursaries and donate school supplies including, most recently, new lap tops.

Our social responsibility to our community extends beyond the current workforce in one other way. Stephen Austin has an active Long Service Club. Retirees with over 20 years' service (of which there are, and continue to be, a significant number), are kept informed of company developments. There are regular social activities and an annual dinner to celebrate their service and their standing in the community.

Stephen Austin is committed to sustainability and our staff work to procuring raw materials from sustainable sources and utilising environmentally friendly consumables wherever possible. Staff are trained to work in an environmentally and socially responsible manner.

All company waste is disposed of in a responsible manner with suppliers who are fully licensed by the Environmental Agencies. Waste and energy management is monitored, and objectives are set and reviewed annually.

The business complies with all relevant environmental legislation and regulations and our fully certified ISO 14001 Environmental Management System advocates best practice standards.

The company supply chain is managed with sustainability and ethical best practices. All suppliers are pre-qualified to ensure that they are adhering to environmental and ethical best practices. A supplier risk assessment is conducted by our Compliance and Commercial Managers, who have a wealth of expertise in this field. Suppliers are checked to ensure that they hold the relevant accreditations and adhere to the applicable regulations.

Ethical behaviour is integral to the Stephen Austin culture. We take great pride in the work that Stephen Austin does and the contribution it makes to our business sectors. At Stephen Austin, we provide our staff with training in ethical business practices. We are proud to hold certification to the international standard for Anti Bribery and Corruption ISO 37001: 2016.