

## Corporate Social Responsibility Policy

Forza Doors Ltd defines its Corporate Social Responsibility as:

### People

Our employees are our most valuable resource and are a key factor in the delivery of services to our clients. We recognise that it is the calibre of the people that make up our teams that differentiates us from our competitors. As such, we work hard to recruit, develop, and retain the best talent in the industry. As part of their personal development each of our employees is given a clear route for progression, including technical and professional training. Further to this, it is crucial that all employees maintain a high level of safety and technical expertise, therefore regular training and advice is made available.

To ensure that we enhance our employees' environmental awareness we provide continual training to enable consideration and understanding of environmental issues when planning, undertaking, and implementing all projects.

We provide our staff with Equal Opportunities advice and support ensuring all employees are aware of the company's legal obligations, policies and internal procedures relating to the provision of Equal Opportunities.

Forza Doors Ltd are committed in the following:

- Employment is freely chosen by the employee.
- Employee rights are respected.
- Freedom of Association and the Right to Collective Bargaining.
- Working conditions are safe and hygienic.
- Child labour is not used.
- Cost of living wages are paid.
- Working hours are not excessive.
- No discrimination with respect to race, gender or religion is practised.
- No harsh or inhumane treatment is applied.

At Forza Doors our employees are the bedrock of our business, and we update them with business news on a regular basis, issuing company newsletters each week to keep them engaged. We ensure that all employees receive regular communications and updates on significant business events, promotions, and company performance.

We conduct regular employee consultation to seek employee views and create action plans to improve engagement.

Forza Doors Corporate Social Responsibility (CSR) policy ensures that social and environmental concerns are considered in our all our business operations.

### Environment

We fully recognise that our day-to-day operations cause inevitable impact on the environment in several ways. Forza Doors are committed to reduce this level of impact through assessing and improving our environmental performance using a documented, maintained, monitored, and reviewed Environmental Management System that is communicated to all employees.

Through ISO 14001 we employ systems and procedures that ensure the company's compliance with all relevant laws, regulations and other requirements relating to the environment.

Sustainability considerations are fully integrated in our business decision making. We carry out environmental supply chain management to encourage suppliers to adopt environmentally sound practices.

## Communities

Forza Doors will build relationships with our clients, suppliers and the local community and consider our impact on the local community. To enhance our involvement Forza Doors, partake and contribute to various organisations such as:

Supporting local communities by donating prizes to small village raffles and community fundraising events.

**Partridge Green FC** – Forza Doors is committed to supporting the local community and proudly sponsors a local football team, helping to promote grassroots sport, encourage youth participation, and contribute to community wellbeing.

**St Catherine's Hospice** - Forza has officially adopted this charity as its flagship charity partner - We donate a fixed sum for every Fire Door sold. Forza make this donation once a year.

**Venezuela Earthquake Appeal** – Forza Doors also supports humanitarian causes by making charitable contributions to international disaster relief efforts, including the Venezuela earthquake appeal, demonstrating our commitment to helping communities in times of need.



**Will Hunnam**  
Managing Director

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