

Corporate Social Responsibility Policy

At Macgregor Smith, we recognise that our social, economic and environmental responsibilities are integral to our business. We take our Corporate Social Responsibilities (CSR) seriously and the objective of this policy is to provide a guide for all Macgregor Smith staff on the values which underpin the conduct of our business and our relationships with the world in which we operate. Responsibility for CSR rests and is managed on a day-to-day basis by the Directors. CSR at Macgregor Smith is based on the following principles:

Ethics and Integrity

We value our clients and are proud of the long-standing nature of many of the relationships built with them. Professionalism, honesty, trust and value for money are the guiding principles for all of our client dealings. We regularly monitor and review client feedback and, in particular, have procedures in place to ensure a rapid and responsive resolution for when issues about our services are raised.

We recognise that our suppliers are key stakeholders and work with them to help us achieve our policy aspirations with regard to the delivery of our services. We will deal with our suppliers honestly and fairly, ensuring that payments for goods and services are made within agreed terms. We will endeavour to ensure that our suppliers follow responsible working practices.

Environmental impact and sustainability

We recognise our responsibility to respect and limit the impact of our business on the environment, and consider the environment in our working practices and in our designs. Our own commitment to the environment is regularly measured and monitored through an Environment Management System which we are in the process of putting into place to achieve accreditation for ISO140001. Protection and care for the environment are among our key responsibilities and an important part of the way in which we do business. All employees are encouraged to act in an environmentally responsible manner. We aim, where possible, to deal with suppliers with similar accreditation and values.

Health & safety impacts

We acknowledge that we have a responsibility to ensure the health, safety and welfare of our employees and to maintain a safe and healthy working environment for all employees and will provide such information, training and supervisions as is needed for this purpose. In addition, as designers, we actively engage with our responsibilities for controls of H&S risks in construction and maintenance of our projects (in line with the CDM Regulations) and staff are trained accordingly.

Our commitment to Health & Safety is regularly monitored and updated. Health and safety is considered at the highest level in the company with the ultimate responsibility rested on the Directors. Macgregor Smith recognises the importance of creating a positive health and safety culture within the company and will communicate all health and safety policies and procedures to staff members. Staff are encouraged to make a positive contribution to health and safety matters, any issues raised will be addressed in management meetings.

Corporate Social Responsibility Policy

Working with the community

We strive to be a good corporate citizen recognising our responsibility to work in partnership with the communities that we operate in. We use local suppliers wherever possible, and encourage support of local community projects, such as a local orchard.

A large proportion of our projects involve community engagement with residents local to the project. We also engage with schools and encourage input in to our designs.

We acknowledge that we have a responsibility to society by creating and maintaining work opportunities. In addition to our own staff, we offer placements to a number of university students requiring work experience in order to complete their degree and becoming fully qualified landscape architects/or architects. Alongside this we provide a mentoring/tutoring role to the Bath University School of Architecture teaching the architectural students about the importance of landscape design.

In addition to this Macgregor Smith offer an annual year placement for an Apprentice in our Administration department. This is in conjunction with the local college and we provide training alongside the college course that is being undertaken.

We aim to give high school students a week's work experience during which time they are provided with an insight into landscape architecture as a career and give hands on experience in the working environment.

We support a number of local charities and regularly arrange charity fund-raising events to raise money for good causes close to staff member's hearts, and also support causes championed by our clients.

Our People

We aim to attract, retain and motivate a high calibre of employee, providing training and support to help develop a career path. We encourage individuality and initiative. We are committed to providing equality of opportunity, free of discrimination, in an equitable, fair environment where personal development and growth is actively encouraged and supported.