

Mulberry Innovations Ltd acknowledges the effect our business can have on society and are committed to taking responsibility for our actions and employees. We are striving to minimise our impact on the environment and improving the quality of the local community.

By putting CSR into practice, we are committed, wherever possible, to the following:

- Conducting ourselves responsibly and in an ethical manner
- Creating a positive and supportive working environment
- Supporting local communities
- Improving service levels to clients
- Acting fairly in our dealings with suppliers and other third parties
- Minimising the impact on our environment

Communication

We communicate this policy to our staff, clients and other stakeholders by means of our website, publicity materials and internal memos.

We provide our staff with training on our CSR strategy and this policy, with the aim of raising awareness of any negative impacts of our business and methods to reduce them.

Our CSR principles

Our conduct

We aim to adopt the highest professional standards and not to act in such a way as to compromise our business's integrity.

We actively promote respect between our staff members in their dealing with each other, clients and other third parties.

Our working environment

We recognise that our staff are our most important resource. We actively offer our staff a positive and healthy working environment and ensure that they have rewarding careers and job satisfaction.

We ensure that all staff have access to the training they need for both their own development and to enable them to deliver a high-quality service. We also ensure that staff always have a point of contact should they have any concerns or requests that we can assist with.

At Mulberry Innovations Ltd, we believe all staff members to be equal and aim to create a working environment which is free of unlawful discrimination. Any concerns regarding this are taken seriously and investigated promptly.

Our clients

We are committed to delivering a high level of service to all our clients. We understand that our business exists in a very competitive market and in order to retain our clients we need to deliver a professional and courteous service.

Wherever possible, we take steps to promote equal opportunity in relation to access the legal services that we provide. We take account of the diversity of the communities we serve in order to ensure that, subject to funding constraints, our services are accessible to all clients.

Suppliers

As a business, we are committed to eliminating unlawful discrimination and to promote equality and diversity in our professional dealings with supplier and other third parties. Our Equality and Diversity Policy can be found on our website.

We endeavour to enter into clear and fair contracts with our suppliers and commit to the timely settlement of suppliers' invoices.

Wherever possible, we aim to support the local economy by contracting with local suppliers.

Environment

We are committed to behaving responsibly and to minimising our impact on the environment. We aim to minimise our impact on the environment by:

- Minimising waste and adopting sensible recycling policies in respect of our paper and food consumption
- Providing safe and comfortable working conditions
- Encouraging staff to walk or cycle to work
- Ensuring that electrical equipment and lights are off when not in use
- Ensuring that heating is turned off or down outside office hours.

Our Responsibilities

Regarding this policy, our responsibilities are as follows:

- Annual review of the policy
- Ensuring that it remains up to date, compliant and relevant to the needs of the organisations and its clients
- Verify it is in effective operation across the practice.