

# Ethical, Environmental and Equal Opportunities Statement

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# **Ethical, Environmental and Equal Opportunities Statement**

As an organisation, and as individuals, Feedback Ferret is committed to progressive ethical, environmental and equal opportunities policies in all areas of our work and working practices.

## **Ethical Policy**

Feedback Ferret is committed to an ethical approach in all our projects and operating procedures. We are working towards ensuring we do not make use of external suppliers or services which invest in, or have any links to, unethical industries, and preference is given, where possible, to fair-trade and other ethically sound products. As individuals, we strive to reflect the ethical values of the company in the manner in which we work. We apply the principles of trust and dialogue in all our dealings, both amongst ourselves and with others with whom we work. Our internal decision-making processes are undertaken in an open and consultative manner, close attention is paid to maintaining a sensible work/life balance for our staff and we ensure that fair remuneration is offered to employees. Feedback Ferret has no external funding and the business is 100% owned by the founding directors, so all funding, investment and financial management decisions are made entirely according to our own principles and policies without external influence.

## **Environmental Policy**

Feedback Ferret recognises that its activities have an impact on the environment and as such is committed to working in an environmentally responsible manner. We have developed efficient recycling procedures and use recycled and recyclable materials wherever possible. A purchasing policy is promoted that gives preference to products and services that cause the least harm to the environment. We encourage the use of environmentally responsible means of transport by our staff – using public transport, walking or bicycles to get to the office where feasible, and home working to minimise use of transport when it is not necessary to be in the office.

## **Equal Opportunities Policy**

Feedback Ferret is an equal opportunities employer and does not discriminate on the basis of race, religion, disability, gender, marital status, sexual orientation, age or any other illegal or unfair basis. Feedback Ferret staff and management are committed to removing any barriers to equal opportunities in its recruitment and employment practices, and will not abide discrimination, victimisation or harassment in any form. All staff respect and are committed to acting in accordance with this policy. Any complaint against any individual or the company will be addressed by the Board of Directors for investigation. All staff has the opportunity for confidential meetings at any time with their departmental Director, and any inter-staff issues can be raised openly in ad hoc personnel meetings.

These policies are both general statements of intent and guidelines for the practical implementation of ethically sound, environmentally responsible and fair working practices. We constantly work towards identifying areas of potential improvement and will continue to monitor and develop our policies and practices, reviewing this Statement on an annual basis.