

# Corporate & Social Responsibility



CSR is an approach that encourages companies to be successful from an economic/financial perspective whilst also improving the impact it has on society as whole. This approach has always been the policy of New Design Group. From the outset, we have adopted the following principles:

- Produce goods that create employment in both local area & further afield.
- Pay taxes, rates & other regulatory charges.
- Create a culture of honesty, integrity & professionalism.
- Comply with all relevant laws.
- Agree to work to customs, standards & expectations that reflect a concern for what society regards as fair, just & in keeping with the protection of moral rights.
- Contribute to the local community.
- To respect confidentiality & intellectual property.
- Create a great team spirit & harmony at work.

## New Design Group Achievements:

- We have been a fair employer for over 40 years & have many long serving employees.
- We would never work with an organisation that did not respect their people or the environment.
- We have a flat management structure & have a very open, informal management style.
- We run a flexi - hours scheme & encourage a supportive democratic culture.
- Our works committee are consulted on numerous issues & we value their input.
- We provide equal opportunities for all & support everyone achieving some form of NVQ.
- We hold regular team briefings & explain the vision of the business to all employees on an annual basis. We have annual appraisals for all employees.
- We aim to pay market rates for all roles & will always respect any minimum wage targets.
- Our expenditure has increased dramatically & this has benefited all our suppliers many of whom are local. We have strong relationships with most of our suppliers & get them as involved in our business as possible. We assess their performance on a quarterly basis & encourage them to adopt best practice.
- We have continually improved our products & services that ensure that users of our products have quality ergonomic seating & inspirational work environments.
- We have had ISO 9001 for many years & see quality as a key competitive advantage.
- We work in partnership with The Back Up Trust a registered charity in Wandsworth in South West London supplying them with much of their office furniture needs free of charge.

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