

Policy Statement

This Policy sets out PCS's approach in respect of Corporate Social Responsibility (CSR) and sustainability. As a cleaning company with a defined mission, PCS's social responsibility is discharged largely through its cleaning activities. However, it is appropriate to establish a policy in respect of certain other general areas, to complement its core activities.

Our Values

- We work as one team and value individual contributions.
- We believe in continuous improvement in support of our customers and their business.
- We will work to build partnerships with our customers, setting challenging but achievable objectives.
- We are committed to equal opportunities for all regardless of race, colour, creed, gender or sexual orientation.
- We are committed to developing and building our company from within – we believe in supporting and encouraging our people throughout their careers.

We shall endeavour to adhere to our values in all of our activities, and we shall strive to be an exemplar of good practice. Further, we shall encourage our stakeholders and communities to adopt appropriate socially responsible policies and practices.

PCS 'Go Green' Initiative

Already committed to the use of re-cycled and ozone-friendly products, PCS is accredited with the ISO 14001 International environmental accreditation through means of an Environmental Management System and Manual. A copy of the manual is available upon request. PCS also offers you the opportunity to contribute from your workplace, which can normally be difficult with over-riding economic pressures. PCS supply 'paper only' bins which will be collected at regular intervals. This paper will be returned to paper mills for re-cycling. We can also supply 'Mini Bottle Banks' for the disposal of all green and brown glass. Again, these will be emptied at regular intervals and returned to a local authority re-cycling centre. 'Green' information stickers and information cards can be provided to remind and inform staff of the ways in which they can contribute. We hope you can support our efforts and make your office a 'Green' office. PCS have a section in the monthly Newsletter called 'The Green Scene' which communicates green facts and tips to our employees, clients and suppliers.

Charities

PCS holds a Wear It Pink day in its Head Office to raise money for Breast Cancer Research, including Comic Relief and Children in Need every year. PCS encourage its staff to participate by holding a 'fun' day in the office where cakes are baked and sold to raise money for charity, including fun games and raffles.

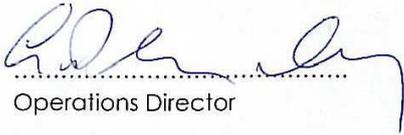
Our Staff

PCS recognises that its people represent not just individuals but families and communities. We are committed to providing a secure and sympathetic environment for our people and jobs with prospects provided by our training and incremental pay rises. Our recruitment policy emphasises the importance of recruiting initially internally and we have in force stringent Health and Safety and Equal Opportunity policies. PCS recognises the direct link between a happy workforce and a successful company. We encourage our staff to provide a high quality standard of cleaning at all times through free training and bonuses. PCS donates £50 to the chosen employee of the month which is advertised through our monthly Newsletter. The employee is selected through monthly management reviews between Contract Managers and Directors.

Our Community, Our Society

PCS recognises its responsibility to its local community and is actively involved in beneficial projects. These include bringing theatre workshops to Kingsdale School in partnership with the Regents Park Open Air Theatre and sponsoring the Theatre's own summer season through supplying our client's tickets – free of charge – to an open air show of their choice.

Last revised 12th September 2019


Operations Director



Cert No. 11012
ISO14001
ISO9001
BS OHSAS 18001

