

# Corporate Social Responsibility Company Policy

## Policy Brief & Purpose

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our environment. Our company's existence is not lonely. It's part of a bigger system of people, values other organisations and nature. The social responsibility of a business is to give back to the world just as it gives to us.

## What is Corporate Social Responsibility?

Our Corporate Social Responsibility (CSR) company policy outlines our efforts to ensure we are being as sustainable and environmentally friendly as possible.

## Policy Elements

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our company's social responsibility falls under two categories: **Compliance** and **Proactiveness** and **Individual Flavour Ethics**. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment. Individual Flavours provides a glimpse of the thought processes that went into research and development of new flavours.

### Compliance

#### Legality

Our company will:

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

#### Business Ethics

We'll always conduct business with integrity and respect to human rights. We'll promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

## **Examples of Corporate Social Responsibility within our Products.**

### **Protecting the Environment**

Our company recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing of rubbish and recycling.

### **Protecting People**

We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Support diversity and inclusion.

### **Human Rights**

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country.

## **Proactiveness**

### **Preserving the Environment**

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- **Recycling**

We recycle our glass and stainless-steel lids into our Gin School as much as possible. We have a return and discount policy for returning customers to encourage return of glass.

Our Glass is also recycled at manufacturing where old bottles will be broken down and remade, and any damages in the process are remelted.

We recycle our water in distillation using it to condense the spirit and to heat it rather than discarding the water straight away.

Any metal lids from tonic bottles we keep and send away in bulk to be made into prosthetic limbs.

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## DISTILLERY

- **Conserving energy and minimising our carbon footprint wherever possible.**

Our Grain Ethanol comes from the UK rather than overseas to reduce our carbon footprint and avoid use of air freight.

Glass Bottle – Produced in Yorkshire, they're sprayed and patterned at the same location and we bulk order to save on carbon footprint.

As part of our customer relations, we ensure to deliver all of our products locally where we can. This reduces waste of packaging and carbon footprint. – We also collect empty bottles at the same time.

Labels are designed locally and printed local by small independent companies in which we buy in bulk to reduce carbon footprint into one delivery by car.

Our Stainless-Steel Top is produced by a small dedicated producer who is local to us and delivers to our door on their way home from work.

- **Using environmentally friendly detergents and machinery**

Equipment is made in house. Nick (our founder) is an engineer and has put together and single handedly designed, built, and welded our filtering machine using recycled materials. Continuous maintenance is done within house.

All chosen detergents are eco-friendly and WHO approved.

## **Individual flavours 'CSR' and Ethics**

### **Strawberry and Hibiscus Gin**

Locally sourced 'wonky strawberries' that don't make supermarket grade but are perfect for our Gin!

Collected by one of our team on the day of use whilst they're visiting customers in Herefordshire to again reduce carbon footprint.

### **Coffee Infused Gin**

Locally roasted. The roaster then delivers freshly roasted beans to our distillery on foot as we are walking distance away.

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## DISTILLERY

We researched various Roastery's and chose Method Coffee Roasters due to their Fairtrade and sustainability procedures. They personally visited Ethiopia and built the coffee farm to provide locals with jobs and to ensure fair trade.

### **Oak Aged Gin**

Oak barrels ordered from France as French oak is imitable in flavour. However, to help with carbon footprint, Nick annually collects the barrels when visiting his family in Chamonix.

Honey used to line the barrels is locally sourced by independent beekeepers from the Worcestershire Beekeepers Association.

### **Douglas Fir Gin**

Pseudotsuga menziesii tree grown in Nick's back garden and cut down specifically for a Gin Batch.

Our batches can go out of stock dependent on how the annual harvest goes.

### **Foret Noire Gin**

This Gin contains liqueurs that Nick specifically chose from a French company called Briottet after visiting the 'farm' in Dijon France and learning about their sustainability policies and seeing firsthand these in action. In addition to the oak barrels this are also ordered annually and collected by Nick.

### **Ginger Gin**

Using our Oak Aged as a base the sweetness in this Gin is sustainably sourced by local beekeepers.

The Stem Ginger is grown in the UK and we source from a stainable supplier who delivers it to us.

**Limoncello** – In partnership with our local Italian restaurant we have created a genuine sustainable limoncello.

The lemons are grown in Tano's mum's back Garden and imported twice per year as they visit family on vacation during lemon season. These are then bought back to our distillery and hand peeled by The team of both Piston and Benedictos.

### **Rose and Lychee**

Using English rose petals hand foraged by a local forager and dried in one of our team's Aga at home.

## **White Label Gin's**

We are extremely conscious when working with local companies to create them a gin that we stick to our procedures of sustainability.

In partnership with Morgan Motor Company, we used the offcuts from the Ash Wood they use to build the car chassis and the apples that are grown in the orchard at the back of the factory.

With Hampton Manor, we created their brand 'Wasted'. We used the skins of the bananas that they used for their banoffee pie and also the stones from the cherries. Hand delivered and steeped to create their 'Nana's Gin' and 'Cascara Gin.

## **Learning**

We will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.

Constantly reviewing this document to see where we can further our sustainability with each of our flavours.

## **Future Developments**

We are looking to create a 'refill' station like petrol pumps for locals wishing to refill their bottles and to again encourage return and recycle ethics.