



## **Things We Will Do and Some We Won't** (Environmental & Social Statement)

### **Introduction**

Clare Auction operates in a close community within Clare, Suffolk. Central to our business plan is the concept that the town of Clare and the businesses and people therein, should benefit from the activities of Clare Auction.

### **We will ensure that our actions and activities bring about positive outcomes**

Clare Auction hopes to bring new visitors to Clare. By doing so, we aim to encourage people to visit other businesses on viewing and sale days and we hope that some may return on other days to enjoy everything that Clare has to offer.

However, we are also conscious that our visitors will form an opinion of Clare, in part, based on our activities and actions, we therefore strive to present ourselves, and Clare in the best light at all times.

### **We will not knowingly undermine others for our own advantage**

Our business, just like every other business, is about people and we believe that, in order to expect fair treatment, you must show fair treatment. Whether that is pay and conditions for local employees or the treatment of those thousands of miles away throughout our supply chains, we believe it is our responsibility to ensure that we are never incentivising the exploitation of people or the natural environment.

### **We will minimise the volume of raw materials we utilise**

We will, inevitably, use raw materials, whether that is use in our supply chains in the manufacture of items or more direct uses. We accept that it is our responsibility to work with our suppliers and others to find ways in which to minimise the amount of materials required in our products and then to look for recycled elements which can be incorporated.

### **We will minimise the volume of waste we create**

We do not believe in waste, waste is an inefficiency which we will strive to redress. We will work with suppliers, employees and other stakeholders to ensure that this culture is adopted in everything we do; whether it is packaging of goods or left over lunch.

### **We will manage our waste responsibly**

Whilst we strive for zero waste, we appreciate that some waste is inevitable. We will ensure that any waste is segregated and where possible, reused or recycled.

### **We will view people as people**

Clare Auction is a business about people, without them there is no business. We do not have an equal opportunities statement as we do not accept that one should be required. We want the best people doing the best job they can regardless of their background. It is our policy that every person will be viewed as equal, save for the talents and abilities that that person demonstrates. Any employee of Clare Auction found to be making judgements in any other format will face disciplinary proceedings.



### **We will respect one another**

We believe that the work environment should be a great place to be, after all, we spend a lot of time there. We therefore want to ensure that every member of staff can expect to work in an environment free from bullying, harassment, intimidation or abuse of any sort. We will empower our staff with clear channels of communication ensuring that any such acts can be reported in confidence that appropriate action can be taken.

### **We will enjoy the process**

We want people to feel good about what we do. Therefore, our overarching goal is to ensure that everyone who has contact with Clare Auction enjoys that contact; whether that is an employee, a supplier a customer or just a passerby.