



Connect Media
74 Crabtree Lane
Lancing
West Sussex
BN15 9PJ

hello@connectmedia.uk
0330 118 0068
connectmedia.uk

*Vat Reg No. 391 2235 09
Company Reg No. 07450316*

1st April 2025

Corporate Social Responsibility (CSR) Policy

Connect Media (Sussex) Ltd

At Connect Media we believe that running a successful business means doing the right thing for our people, our community, our customers and the environment.

We are committed to operating responsibly and continually improving our social, ethical and environmental performance.

1. Our People

- We provide a safe, fair and inclusive workplace where everyone is treated with respect.
- We pay at least the Real Living Wage (or National Living Wage where applicable) and never use zero-hours contracts unless specifically requested by the employee.
- We support training, development and wellbeing for all staff.
- We promote equal opportunities and do not tolerate discrimination of any kind.

2. Ethical Business

- We act with honesty and integrity in everything we do.
- We have zero tolerance for bribery, corruption or any form of modern slavery (see our separate Modern Slavery Policy).
- We protect confidential information and whistle-blowers.

3. Environment

- We reduce waste, recycle wherever possible and cut our use of energy and water year-on-year.
- We choose suppliers who share our environmental values.
- We minimise unnecessary travel and encourage low-carbon options.
(Full details in our Environmental Policy)

Corporate Social Responsibility (CSR) Policy cont.

4. Community & Local Economy

- We support our local community through sponsorship, volunteering, work experience or charitable giving.
- We buy locally and from other UK small businesses wherever practical.
- Each year we select at least one local charity or cause to support as a team.

5. Our Customers

- We deliver high-quality products/services safely, honestly and on time.
- We listen to feedback and put things right quickly if they go wrong.

Responsibility & Review Lee Jones (Director) has overall responsibility for CSR. We review this policy and our progress every 12 months, and we publish a short annual update on our website / noticeboard.



Signed:
Lee Jones | Director

Date: 1st April 2025
Next review: 31st April 2026