

Corporate Social Responsibility

Kuits embraces the concept of Corporate Social Responsibility (CSR) and recognises that its business should have a material positive impact on society and the environment, and this focus is an integral part of our firm ethos.

We have been serving the needs of individuals and businesses in Manchester for over 112 years.

CSR for us means three things:

- **Supporting our local community**
- **Protecting the Environment and promoting environmental friendly practices**
- **Supporting the wider global community**

Fundraising and Charities

We have a history of fundraising for local causes who care passionately about helping others. We have an established Community Involvement Team, which is a committee of volunteers from across the firm who formulate a calendar of events throughout the year

We believe that by focusing on a limited number of local charities, we can have a greater impact.

We have three in- house charities, Wood Street Mission, Coffee 4 Craig and Foundation 92. We work closely with these organisations to provide support and assistance as well as giving staff members the opportunities to contribute to their local community.

In addition, during 2022-2024 the following charities and organisations benefited from the various fundraising activities carried out throughout the firm.

Bliss
Children in Need
Forever Manchester
Macmillan
Mitzvah Day
Poppy Appeal
Save the Children

These are primarily initiatives raised by individuals within the firm which the firm supports.

Protecting the Environment

After external audits by Groundwork Manchester City Council, Kuits has been awarded the Environmental Business Pledge Gold Award for raising awareness, identifying a foundation for improving the Firm's environmental performance and making an investment into equipment that reduces our business environmental impact.

Kuits accept its environmental responsibilities and recognises its obligations to contribute to resolving local and global environmental issues by reducing environmental impact.

We fulfill this commitment by:

Operating a fully documented environmental management system certified as meeting the requirements of BS EN ISO 14001.

- Complying with all relevant environmental legislation, and other requirements to which Kuits subscribes, such as codes of practice.
- Continually seeking to improve our environmental performance, both through our own activities, products and services, and indirectly, through using our influence to affect the practice of others.
- Setting environmental objectives and targets relating to our significant environmental aspects, and regularly reviewing these objectives and targets.
- The prevention of pollution that may arise from the organization's activities.
- Reducing energy and resource consumption by implementing effective and efficient reduction methods consistent with best practice.
- Minimizing the generation of waste and implementing recycling initiatives.
- Identifying means to reduce our environmental impact in the office and in the wider community through our Environmental Impact Community. During 2022 we introduced the cycle to work scheme and public transport scheme, have organised litter picks in the local community.
- Ensuring that this Policy is understood, implemented, and maintained at all levels in the organization through effective communication.

The person with overall responsibility for this Policy is Steve Eccleston, Managing Partner and Meave O'Neill, Partner.

Last updated: May 2024.

This Policy is due to be reviewed in May 2025