



## OSI Office & Educational Furniture

### Social Responsibility policy

**OSI** is an **Office & Education Furniture supplier** and a member of the BLOC Group community. We recognise the importance of operational and supply chain sustainability through our participation in the Weaver sustainability programme. We are committed to minimising the environmental impact, increasing the sustainability of our operations and complying with all relevant social responsibility legislation.

At **OSI** we currently address social responsibility through training and development, having policies and Hr documents in place, volunteering and supporting charities and working with our local community.

**Jody Walker, Social Responsibility champion** is responsible for ensuring that the social responsibility policy is implemented. However, all employees have a responsibility in their area to ensure that the aims and objectives of the policy are met.

Social responsibility is a key pillar of operational and supply chain sustainability. To meet our goals in social responsibility, we will:

- A **Modern Slavery Policy** ensuring ethical supply chain standards
- A **Mental Health Policy** supporting employee wellbeing
- Accessible **HR support via employee portal**
- Promotion of **work-life balance** across the organisation
- Regular **1-to-1 meetings** supporting employee development
- **Training opportunities** provided as required
- Active **support of local charities**
- Encouragement of **employee volunteering**
- **Leadership engagement** in the community, including:
  - School outreach
  - Talks on mental health awareness
- **CSR responsibility** sits with senior leadership, with oversight from the company's Social Responsibility Champion.
- Regular **progress reviews** will be conducted (quarterly internally, annually formally)
- **Employee feedback** will be gathered through surveys and 1-to-1 discussions
- **Policies** will be reviewed annually to ensure relevance and effectiveness

An action plan will be communicated to our employees, clients and suppliers through the use of our website, general communications and regular staff meetings. This social responsibility policy will be made available to all members of staff so they can see our commitments, initial actions and the subsequent results. A full review of this policy will take place on an annual basis.

We provide regular training to our staff to ensure that they are kept informed and included in our social responsibility activities. New staff receive social responsibility training as part of their induction.



**Signed: j walker**

**Position: internal operations manager**

**Date: 31/03/26**

**Date of Review: 31/03/27**