



Corporate Social Responsibility

Policy and Statement

This statement sets out some examples of how Dams Furniture Ltd (Dams) act responsibly on both a corporate and an individual level. We are proud to publicly display our commitment to being a socially responsible business, both internally and externally.

As an independent, family-owned company, built over 50 years, Dams recognises its Corporate Social Responsibility (CSR) and we believe that the long-term future of our business is best served by respecting the interests of all our stakeholders, customers, suppliers, employees and the wider community.

This statement also sets out our CSR policy in relation to the 4 key responsibility areas that we have identified:

- Our local communities
- Our charity committee
- Our people and our workplace
- Our customers and our suppliers

Our Local Communities

Dams operate from 3 sites in Knowsley, Merseyside, and Knowsley is one of the most poverty-stricken areas in England with high unemployment rates and four out of five children in poverty living in a single parent family.

Dams understand that we have a responsibility to the local area and we are constantly striving to find new ways in which we can engage with local communities to improve people's lives, which is why we are now working in partnership with Centre 63 in Knowsley.

Centre 63 aim to be the first choice provider in Knowsley through high quality informal and community education. Although Centre 63 are primarily an organisation for young people, they are conscious of their responsibility to all the people in the community and they are a community centre in every sense of the word, delivering a service that benefits and meets local people's needs and wants.

Dams have been supplying Centre 63 with chairs, sofas, desks, cupboards, and other furniture which they upcycle and either sell on (to provide funds to run the charity as Centre 63 are a non-profit organisation) or donate to the local community. Some examples of the work Centre 63 have been doing includes donating Dams chairs to a school for autistic children, donating sofas to the YES Project, along with many other donations to the local community. This is in addition to supplying families who are financially destitute, who literally have nothing and giving them something.

Dams have also signed up to a project with Knowsley Council where Centre 63 have agreed to train a number of people with work skills (including upholstery) and with the help of Dams' endorsement Centre 63 been given a £75k grant for that training.

The Dams furniture upcycling programme helps to train local people in upholstery and the necessary skills required to make furniture, with the promise of guaranteed interview at Dams if they want to pursue a career in upholstery, helping Dams give something back to our local community.

Our Charity Committee

Dams have formed a charity committee whose remit it is to develop and implement our CSR policy and monitor its effectiveness and impact. The charity committee includes employees of different levels with one representative from each department who is the chosen voice of their work colleagues.

Each year, Dams employees are invited to nominate charities which are meaningful to them. This is then put to a company vote and employees have the opportunity to investigate and decide which two charities the company supports. We then focus on raising funds for the chosen charities for the rest of the year. Our chosen charities for 2017 are:

- Alder Hey Children's Charity
- The British Heart Foundation

We have established the Dams charity committee, which is funded by the company, to help pursue the charitable activities which the committee identify. The team meet on a monthly basis to discuss ideas of how to raise funds, as well as distributing funds to support the selected charitable organisations. Funds are raised through various events held throughout the year, and employees are invited to take up voluntary work for the chosen charities.

Our People and our Workplace

Dams are committed to fairness, equality of opportunity and diversity in all its employment practices, policies and procedures. We try to work in a friendly environment, both in the context of our work and in our own communities. We do not want to control our people's engagement but we encourage everyone involved in any activities to share photos and successes to encourage support from the company.

We are committed to ensuring we have a healthy and educated workforce whose views are listened to and respected. We try to nurture and encourage incoming and existing talent, expand our skills & experience, and ensure that all employees are able to develop relevant skills and knowledge to enrich their contribution and carve their own career path.

Our Customers and our Suppliers

Dams aim to develop relationships with customers and suppliers built on shared trust and communal responsibility. We have committed to ensure that all our suppliers have good business ethics and meet the standards we hold in high esteem. Dams has a zero tolerance approach to any form of modern slavery, forced labour and human trafficking in our supply chain – full details can be found in our Modern Slavery Act policy.

By combining our efforts with other businesses and focusing on quality projects which we feel will make a big difference, we leverage our contribution and punch above our weight in the field of CSR.

Dams policy is to deliver excellent & friendly service, while ensuring that we are socially responsible. We think it important for it to be known internally & externally that Dams does take CSR seriously and we are proud of everyone involved.

Chris Scott



Managing Director
Dams International
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