

LEISURE & CULTURE DUNDEE CORPORATE SOCIAL RESPONSIBILITY POLICY

Introduction

Leisure & Culture Dundee (a Scottish Charitable Incorporated Organisation - Charity No. SC042421) is committed to delivering its charitable purposes (Appendix 1) in the most socially and environmentally responsible way possible.

Our commitment to corporate social responsibility is delivered by:

1. Being a Good Employer

- providing a safe working environment for employees and service users;
- creating employment opportunities and facilitating training opportunities for our staff;
- continually reviewing contractual relations with our staff;
- working positively with trade unions and staff representatives;
- actively promoting equality in the workplace;
- implementing family friendly policies.

2. Promoting Environmental Sustainability

- actively managing energy consumption and maximising use of renewables;
- working with Dundee City Council to maximise our energy efficiency in the use of vehicles, appliances, equipment and buildings;
- sourcing services and goods locally wherever possible;
- supporting fair trade products wherever possible;
- maximising the amount of waste we recycle;
- challenging the need for travel and maximising the use of electronic communication.

3. Maximising our Positive Impact on the Community

- continuously reviewing customer service standards;
- being accessible to customers of all abilities;
- reaching out into the community to support community and voluntary initiatives.

4. Being Ethically Aware and Trustworthy

- upholding good corporate governance principles and developing best practice in corporate governance;
- adopting the standards of governance advocated by and known as the Nolan Principles;
- promoting and applying effective self-regulatory practices and management systems that foster relationships of confidence and mutual trust;
- approaching risk management, strategic planning and decision making with the aim on minimising environmental impacts and maximising social benefit.

Stewart Murdoch
Managing Director
14 August 2012

**LEISURE & CULTURE DUNDEE
CHARITABLE PURPOSES (SECTION 4 OF CONSTITUTION)**

- 4.1 To advance the arts, heritage, culture and science;
- 4.2 To advance public participation in sport;
- 4.3 To provide recreational facilities, and organise recreational activities with such facilities/activities being made available to members of the public at large with the object of improving their conditions of life;
- 4.4 To advance education;
- 4.5 To advance health;
- 4.6 To advance citizenship and/or community development (which may include the promotion of civic responsibility, volunteering, the voluntary sector and/or the effectiveness or efficiency of charities);
- 4.7 To relieve those in need by reason of age, ill health, disability, financial hardship or other disadvantage;
- 4.8 To promote, establish, operate and/or support other similar schemes and projects which further charitable purposes;

through the provision of services (including those entrusted to it by Dundee City Council), which contribute to advancing well-being (primarily the wellbeing of residents of Dundee) including (i) the operation, management and development of galleries, museums and other facilities which provide public access to collections of works of art, antiquities and objects of scientific interest; (ii) the development and delivery of arts and cultural activities and events, artistic programmes, and educational projects; (iii) the operation, management and development of libraries and provision of library and archive services; (iv) the operation, management and development of indoor and outdoor sports facilities (including arrangements to facilitate access to such facilities by those on lower incomes or having special needs and to encourage wider participation in healthy exercise); (v) the development and delivery of sports activities and events directed towards wider participation in sport; (vi) the development and delivery of community learning and adult learning initiatives; and (vii) the delivery of services focused on social renewal and the needs of young people.