

Corporate Social Responsibility Policy

Introduction to Corporate Social Responsibility (CSR)

Rame and Stonehouse CDM are committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

Who we are and what we do

Founded in 2007, Rame Architects are a full service, multi-discipline architectural practice. Our head office is in Plymouth and we have satellite offices in London and Dorchester at our associate practice, A&Q Partnership, providing us with nation-wide coverage as demonstrated by our project track record. Stonehouse CDM is a trading name of Rame Architects and provides Principal Designer services on construction projects nation-wide.

Looking after employees

The employees of Rame and Stonehouse CDM are integral to the success of the company. Through company policies and procedures outlined within our company handbook we comply with relevant employment policies to ensure that our employees are safe, treated fairly and are rewarded for their work. We believe it is vital for the success of our business to maintain a positive work environment. There are a number of things we do to achieve this.

We carry out regular appraisals to identify personal development opportunities and believe in rewarding good work by our employees by way of bonuses wherever possible. Our wages exceed the Living Wage, staff are always paid on time and have access to a private pension scheme (opt in by default).

We also try to hold regular staff social events to encourage team building ie a day at the races, or team lunches at a local restaurant.

Our work brings together the skills, knowledge and experience that all employees have to offer. We ensure that all employees are provided with relevant training through regular team meetings, courses and seminars.

Looking after clients

We work with our clients to develop design standards to suit their specific needs. We take pride in the quality of our service, our proactive approach and our staff understand the value of clear regular communication with our clients. We aim to take environmental and sustainability factors into consideration in our work, as well as managing out or reducing risk. These factors have direct benefits to our clients so we are always keen to discuss how they can be incorporated into our designs.

We truly value our clients, many of whom we have long standing relationships with. We regularly review and discuss client feedback internally, including holding regular meetings with our clients to discuss their ongoing needs and objectives. Our clients appreciate our clear lines of communication, ensuring full transparency.

Suppliers' standards

We select suppliers by reviewing their own policies and procedures to ensure that they meet our own values and commitments. Payments for goods or services provided by our suppliers are paid promptly and they, like our clients are provided with clear lines of communication.

We aim to utilise local suppliers wherever possible. This applies to goods such as office supplies, but also services such as surveyors, consultants etc. On nation-wide workstreams with larger national clients we do not always have the opportunity to choose suppliers but wherever an opportunity arises we will look to suggest a local option.

We continually review our suppliers to ensure they are following responsible working practices in line with our expectations and philosophy.

Protecting the environment

Rame and Stonehouse CDM recognises the need to operate the company in a manner which reflects good environmental management. Our Environmental Policy demonstrates our commitment to comply with all relevant environmental legislation and minimise pollution, resource use and waste, where feasible, through the continual improvement of performance in all areas of the company.

All of our employees are encouraged to act in an environmentally responsible manner through their work and personal activities.

Community engagement

As a company we often provide work experience opportunities to local students / graduates to gain invaluable experience. We also aim to give opportunities for employment to recent graduates wherever possible and have many examples of young architectural graduates who have come through our practice as their first job after graduation. We always try to employ staff from the local community as the first port of call.

We support local initiatives where possible. For example we sponsor a local cricket club including specifically their junior / grass roots teams development programmes.

Measurement

This CSR policy is reviewed, maintained and amended annually or when there is a regulatory and legislative change that requires action.

Our MD is responsible for this policy and the team contributes to its success.