



## **Corporate and social responsibility**

At the heart of our business is our commitment to quality in service and a belief that in everything we do we should strive to be the best we can.

This translates to a working ethos of always acting with integrity and honesty, treating our employees, our customers and our suppliers with respect and maintaining the values of a family company that has prospered through six generations to become the most successful British owned timber processing business in the UK

### **Our employees**

Our employees are seen as a vital part of the James Jones & Sons story. Many are second, even third generation members of their own families to work for the business and the average length of service is in excess of 15 years.

We believe in treating employees fairly in all aspects of their employment. We invest in training where we can help an employee progress and develop, and where possible grow and nurture our management team from within the business.

We do not discriminate on grounds of race, religion, ethnicity, sexual orientation or gender.

### **Health and Safety**

Health and safety is critical to our day to day business and we have a dedicated health and safety management team across all of our sites which maintains and improves safety standards, carries out training as appropriate and ensures that all of our employees have as safe a working environment as we can possibly make it.

### **Our suppliers**

We believe in long term mutually beneficial relationships with our suppliers as our experience shows that by creating a trading partnership based on respect, trust and long-term commitment is the best way to provide the business continuity and levels of support we need to deliver on our own commitment to quality and service.

### **Our customers**

Our customers are the lifeblood of our operations and without them we would have no business to manage. Again respect, trust and long-term commitment play a vital part in enabling James Jones to maintain its position in the market place and we work hard to ensure that our commitment to quality and service is carried through in all our dealings with our customers.

### **The environment**

James Jones has been at the forefront of driving improved environmental standards in the UK timber processing industry and we have long standing commitment to minimising the environmental impact of our operations. We were the first UK timber company to appoint a dedicated Environment Manager, the first to become FSC compliant, the first



**James Jones**  
& SONS LIMITED

to adopt ISO 14001 as an environmental management standard and the only British timber company to be independently verified to the PAS 2050 carbon accounting standards.

### **Our communities**

Many of James Jones & Sons' operations are in smaller rural communities where, as a significant employer, we appreciate that we have a commitment to those communities. In our sawmills each manager has a discretionary budget to contribute to local community events, organisations and activities including funding defibrillators in Aboyne, donating sawdust to a riding for the disabled school in Lockerbie and football kits in Morayshire.

### **Charitable donations**

We support many of our staff in fundraising activities for charities with which they have a personal connection and in addition donate at a corporate level to cancer charities as many of our own staff have been affected by the disease in their personal lives.

**TOM R BRUCE-JONES**  
Chairman

January 2020