**(Corporate) Social Responsibility**

Bell & Bain Ltd. are an equal opportunities employer in every respect of gender, race, age, religion, physical & mental ability as well as socioeconomic background. There is categorically no discrimination against any potential or active employee on any of these grounds. Employment is considered only on ability, qualification and, when appropriate, experience with regards to a particular position.

We aim to provide a respectful, safe and secure working environment that exceeds the minimum industry requirements or government legislation and we promote continual employee development - both personal and professional. Bell & Bain actively encourages dialogue through regular meetings with line management and senior management to ensure that the workplace remains a safe and acceptable environment with any complaints/comments being escalated to our “conflict resolution” procedure. Every attempt is made to ensure a horizontal team attitude and to be part of the “best of the best”.

Although an ISO standard that does not offer accreditation, Bell & Bain work by the guidance of ISO 26000 and accept and agree to the seven key principles and core subjects within this standard and implement them on a daily basis.

Bell & Bain are also a founding member of Graphic Enterprise Scotland, now Print Scotland (See our statement on Modern Slavery). We have always had a senior member of staff on the executive board of this professional industry body that promotes companies within our particular industry on matters such as health & safety, security, training, professional services, employee development etc.

We also promote actively within our company any current and updated health & safety legislation together with ongoing training to ensure that each employee has the skills, equipment, knowledge and procedural information to ensure that they can protect themselves, their colleagues and the company. This is also subjected to the internal, and subsequent external, auditing which takes place periodically throughout every year.

We pursue internal training often in conjunction with external professional bodies to ensure that each employee potential is maximized within our company and this extends to the pursuit of industry relevant and professional qualifications. This was acknowledged recently with Bell & Bain being awarded a highly prestigious training award of SME companies of more than 50 employees.

Bell & Bain have a very low turnover of staff and the average length of service within the management team is in excess of 19 years, and we see this as a reflection of employee satisfaction within the company as a whole.



Stephen Docherty  
Chairman