

Corporate Social Responsibility (CSR), Human Rights, and Environmental Policy






1. Purpose

At Davidsons Chemists, we are committed to delivering healthcare responsibly and sustainably. As a community pharmacy group, we strive to operate with integrity, support our people, strengthen the communities we serve, and protect the environment. This policy outlines our commitments across CSR, human rights, and environmental stewardship.

2. Scope





This policy applies to all employees, contractors, suppliers, and business partners of Davidsons Chemists.

3. CSR Guiding Principles




-  **Patient-Centred Care:** Prioritising the health, safety, and well-being of our patients.
-  **Integrity & Ethics:** Conducting all operations with transparency, accountability, and ethical standards.
-  **Community Engagement:** Building strong local partnerships and supporting education, outreach, and volunteering.
-  **Employee Well-being:** Fostering a safe, inclusive, and rewarding workplace culture.
-  **Sustainability:** Promoting environmentally responsible practices in healthcare delivery.

4. CSR Commitments




a) Employees & Workplace

-  Maintain a safe, inclusive, and supportive working environment.
-  Promote diversity, equity, and fair remuneration.
-  Support ongoing professional development for pharmacy teams.
-  Encourage staff participation in community and health initiatives.

b) Ethics & Governance

-  Comply with all relevant healthcare, data protection, and employment legislation.
-  Uphold patient confidentiality and ensure safe dispensing practices.
-  Prevent corruption, bribery, and conflicts of interest.

c) Patients & Communities

-  Provide safe, accessible, and affordable healthcare services.
-  Deliver health education, screenings, and vaccination programmes.
-  Support medicine returns schemes to protect public health and the environment.

- ▣ Collaborate with local organisations to promote health and well-being.

5. Human Rights Commitment

Davidsons Chemists is dedicated to upholding internationally recognised human rights, including those outlined in the Universal Declaration of Human Rights and the International Labour Organization (ILO) Core Conventions. We are committed to embedding these principles throughout our operations.

We pledge to:

- ▣ **Respect and Dignity:** Treat all individuals - employees, patients, and partners - with fairness, dignity, and respect.
- ▣ **Equality and Inclusion:** Ensure equal opportunities and a workplace free from discrimination, harassment, or abuse.
- ▣ **Safe Working Conditions:** Provide a healthy, secure, and supportive work environment.
- ▣ **Ethical Labour Practices:** Prohibit forced labour, child labour, and human trafficking in any part of our business or supply chain.
- ▣ **Patient Rights:** Protect patients' rights to privacy, safety, and access to essential healthcare services.

6. Environmental Policy Statement

Davidsons Chemists recognises environmental responsibility as integral to sustainable healthcare. We aim to minimise our environmental impact and promote practices that support long-term ecological health.

We commit to:

- ▣ Using resources and materials efficiently and responsibly.
- ▣ Reducing waste and encouraging reuse and recycling.
- ▣ Ensuring safe handling and disposal of pharmaceutical products.
- ▣ Maintaining robust environmental management systems.
- ▣ Promoting environmental awareness across the organisation.

7. Review

This policy will be reviewed annually to ensure it remains aligned with evolving healthcare needs, environmental standards, and stakeholder expectations.