BINA PATHWAYS

Corporate social responsibility

BP-PUB-16-20261106-v1 | Owner: Directors | Review by 6 November 2027 or earlier on material change

Our approach

We conduct Bina's staffing, learning and purchasing activities responsibly towards workers, clients, people supported and the wider community. Company decisions consider safety, fair treatment, sustainable payroll funding, privacy and transparent communication.

Workers and people supported

Provide clear terms and pay information, lawful wages and deductions, accessible policies, supervision and safe reporting. Protect the dignity and confidentiality of adults and children. Match competence to duties and preserve practical assessment and professional boundaries.

Clients and suppliers

Give accurate clearance assurances, rates, invoice dates and service limitations. Do not claim guaranteed staffing, registrations, insurance, approvals or results without evidence. Assess supplier ethics, employment practices, security and conflicts proportionately and address unacceptable conduct.

Community and environment

Use the social-value and environmental policies to agree realistic activities and collect actual outcome evidence. Any donation, sponsorship or volunteering arrangement needs proper authority, conflict review and accurate reporting. Personal charitable preferences are not imposed as a condition of employment.

Oversight

Directors review complaints, workforce feedback, ethical concerns and improvement actions during governance reviews. Publish measured results only after verification. The policy does not create an external certification or replace statutory responsibilities. Concerns can be raised through admin@binapathways.co.uk or 07337 541218 or lawful external routes.

Related controlled procedures: Social value; Environment; Anti bribery; Quality. Use Operational Action Guide BP-ACT-2026-11-06-v1 for the responsible person, action, deadline, escalation and record. Accessible copies: admin@binapathways.co.uk or 07337 541218.