

COWLEY ROAD WORKS: ETHICAL POLICY

1. Cowley Road Works (CRW) is a socially responsible organisation, committed to supporting and using ethical and environmentally friendly goods, services and procedures throughout the work of the organisation where possible. As such, CRW actively seeks to encourage partners and collaborators to do the same.

2. We strive to do business in a more enlightened way, where we take responsibility for the impact of our business on society and the environment, and move these impacts from negative to positive.

3. 'Socially responsible' and 'ethical' for CRW means goods and services that:

- Are locally sourced where possible
- Support fair trade practices
- Actively demonstrate care for the environment
- Avoid practices that cause long term damage for short term gain
- Operate non-exploitative employment practices
- Challenge all forms of discrimination
- Act in a socially responsible manner
- Support the development of social enterprise and business activities that reflect meticulous care and honesty.

4. We are committed to energy and resource efficiency within every aspect of our operations.

5. In relation to all of the above, we seek to use goodwill and support to achieve best value, reflect high quality, and utilise financial and other resources available.

6. We are not aligned to any political party or religious organisation.

7. Participation in Carnival and the Carnival procession is open to all, and we welcome people of all ages and background to showcase their talents and traditions.

Carnival (including the Procession and stalls activity) is not an appropriate forum for any individual or group to make any form of party political, political, religious, protest or campaign statement. This means we ask individuals and groups to respectfully observe:

- No party political, other political or religious protests, messages, slogans, banners, placards or information leaflets
- No campaign statements, slogans, banners, chants or representations.
- No swearing or offensive language or behaviour which may cause offence to others.
- Not do anything that moves away from the spirit of Carnival and celebrating talent, cultures and the diverse community in which we live.

8. The Carnival procession is a Fossil Fuel Free activity

Approved: 18 April 2017