



CORPORATE RESPONSIBILITY POLICY

PURPOSE

LADD is a high-quality community resource, for all people; that will always guarantee ethical principles are met, respect for all people is given and a commitment to creating a corporate culture of personal responsibility and ethical business practices is maintained.

SCOPE

This policy applies to all LADD employees.

POLICY

It is the policy of LADD to promote a positive public image that aligns with the mission, vision and values of the company. Company activities will be transparent and conducted in a manner that promotes the principles of inclusion, diversity, human rights and opportunities for all; ensuring the community is better place because LADD is a part of it.

STANDARDS AND DEFINITIONS

- Ensure all stakeholders, including employees understand the requirement to immediately report to the CCO, any suspicion of fraud, waste, or abuse in connection with the business of LADD.
- Ensure all employees are responsible to follow the organization's Mission, Vision, and Values and are trained in this area.
- Ensure that all employees are motivated and involved in the continuous improvement of the organization.
 - Value the training needs of all personnel and prepare an annual training program that includes issues of Corporate Social Responsibility in the training sessions.
 - Provide training to new employees on the commitments to Corporate Responsibility.
- Educate and demonstrate to the community the organization's Mission, Vision, and Values while providing services.
- Promote the use of natural supports from the community for persons receiving services.
- Identify, expand and diversify services that are needed in the community.
- Provide opportunities for community inclusion and integration for the people we support and others.
- Assert Human Rights and Values and to be aware of cultural differences and develop systems and procedures that ensure the promotion, protection, interpretation and application of human rights are interpreted the same across different cultural, ethnic and religious traditions.
 - Human rights are the natural-born rights for every human being, universally. They are not privileges.
 - Encourage inclusiveness and diversity.
 - Provide training in cultural diversity including human rights, moral responsibility, discrimination and standards of conduct and
 - Ensure employment of disabled personnel.
 - Guarantee coherence, equal opportunities and no discrimination.
- Ensure basic health, safety and accident prevention measures are taken.