

Our Corporate Social Responsibility Statement



At Cherubs Nurseries we are committed to being a responsible business, both in how we work with our customers but also in terms of how we contribute to the wider community and the world around us. It is important to our employees to work for a socially responsible organisation and our approach therefore reflects our people. We recognise that our activities as a firm have an impact on our communities. We are committed to not only managing that impact but also using the resources we have in making a real and sustainable difference.

Community	Environment	Our People	Marketplace
<p>We are actively involved in supporting and developing the local community to make a lasting positive impact. We work closely with local and national charities and support them with not only donations but our time.</p> <p>We partner with residential homes in our communities to visit regularly – bringing two generations of the community together. In 2020, we started weekly community “clean ups” where our nurseries contribute to the maintenance of community spaces such as pathways and outdoor spaces.</p>	<p>Our nursery Chef’s use free range eggs and local produce where possible. We only use single-use plastics where absolutely necessary. All our nurseries have robust waste management procedures in place and many of our nurseries incorporate upcycled or pre-loved resources and equipment into their offering. Where possible, natural lighting is enhanced and lighting sensors are used alongside energy-efficient LED lighting solutions.</p>	<p>We provide the tools to enable personal growth and fulfilment for individuals and for the business to work together to make a difference as a team. We spend time training our staff to the best of our ability and reward them to ensure that we retain our employees. We promote from within and strive to create a culture where everyone feels happy, engaged and inspired. We take pride in paying our people a fair wage, with the majority of our workforce receiving pay above the national minimum wage.</p>	<p>We ensure that we buy and sell responsibly helping drive positive change within industry. We have a list of approved suppliers who we feel suit not only our needs but the needs of the environment and of our people. We encourage our nurseries to keep deliveries to a minimum too.</p>