

A successful business has a responsibility to its customers, its people, its suppliers, society, and the wider environment. At Assurity Consulting we recognise that our business is about more than just profit and aim for high environmental and social performance standards, not only through the delivery of our services, but in all aspects of our internal and external practices.

We will continue to invest in our established and recognised tradition of care for our customers, our people, our suppliers and through active involvement, fundraising and donations, the wider community. We will gather together these initiatives to create a robust culture where, with our core values of "Expert, Responsive, Integrity and collaboration" that are integrated into our business decisions.

Our business decision making will take into account the themes identified in the United Nations Sustainable Development Goals (UNSDG) and how they impact our Workplace, Marketplace, Environment and Community.

Workplace

We want Assurity Consulting to be a great and rewarding place to work for all of our staff. Our workplace and workplace environment will be constantly reviewed to ensure that it provides these aims.

The health, safety, welfare and wellbeing of our employees is paramount. Our health and safety management system is certified to the internationally recognised ISO 45001 standard which, provides a platform to consider and drive ongoing improvements.

All staff will be rewarded for the important roles that they play within our business through fair, equitable pay that is effort based and regularly reviewed. We continually provide our people with opportunities to learn, develop and increase their rewards. Integrated with this are our wider employee benefits package and loyalty rewards scheme.

We will also work closely with our external partners and look to align ourselves with organisations that are aligned with our values and approach.

Marketplace

Building positive relationships with both suppliers and customers has been key to our success and will continue to be so. Our work will maintain a significant level of free information and free to attend events that are provided to support and inform our marketplace, as well as promote best practice, compliance and wherever possible thought leadership.

We will seek opportunities to actively participate and invest in external initiatives (events, consultations, industry groups) to help improve the knowledge and understanding within our marketplace, both internally and externally, so we can strive to always offer the best independent advice. These relationships with industry and other bodies have existed since 1992 and continue to develop.

Environment

Environmental management is part of our “business as usual” and we have been certified to the internationally recognised ISO 14001 standard for over 30 years. We are committed to the ethos of continual improvement and reducing the impact our business has on the environment.

We are actively working on developing our approach to net zero and the circular economy, so our future decision making is guided in meeting these commitments. To be meaningful and effective we must be ambitious, but realistic, in the targets we set and clearly understand the full extent of our carbon emissions.

It must also be recognised that in the work and advice we provide we have a positive effect on the environmental management of our customers and suppliers in the improvements they can make.

Community

We will continue to build partnerships within the community through fundraising and active support, particularly with local schools, universities, and charities.

Maintaining relationships with local associations (and offering free expert advice) and creating a network events group (now over 10 years old) are two examples of the work we do.

This policy and our practices will be reviewed at least every two years and our Corporate Responsibility Report will be published on our website each year.



Signed

Dated 25th May 2023

Paul J Foxcroft, Managing Director