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Welcome to our corporate responsibility report 2021

We believe that whatever the size of an organisation, your business plans should focus on more than just making a profit. This is why our company takes time to invest in four key areas:

- 1 Workplace;
- 2 Marketplace;
- 3 Environment; and
- 4 Community.

In each of these areas we have set targets for our company to deliver and achieve. These include maintaining our nationally recognised accreditations and certifications, such as ISO 14001, ISO 9001, ISO 45001 and United Kingdom Accreditation Service (UKAS). We are also successfully certified with the Cyber Essentials Scheme run by the National Cyber Security Centre, which demonstrates our commitment to cyber security for our employees, customers, and suppliers.

This summary report has not been validated by an external organisation, however some of the information within it has been validated through the general quality system that our company works within. We also carry out an internal review of our activity, compile it and promote all of our good work to our employees within our 'Monthly Takeout' newsletter throughout the year.



About Assurity Consulting

Assurity Consulting is the leading independent consultancy for workplace health, safety and environmental solutions. We have thirty five years of experience in compliance management, giving impartial advice to organisations, offering a broad range of compliance guidance from inception to continual control and management.

We make sure that our customers achieve compliance in a cost effective way, letting them focus on the core of their business. We do not offer remedial services giving our qualified Consultants the freedom to focus totally on finding the best solution. The impartial advice we give to our customers on their individual situation delivers many opportunities for cost savings and the avoidance of unnecessary expenditure as well as potentially saving lives and supporting the wellbeing of their employees.

Overall leadership

At Assurity Consulting we have recognised that to be a truly successful organisation we must also be a responsible business. Over the last thirty five years, our company has grown from a family run organisation to a medium sized enterprise employing over eighty five people. We have achieved this success by incorporating Corporate Responsibility (CR) into the day to day running of our business.

We believe that for a company to be socially responsible, willingness needs to be driven from the top of the organisation. Any time and resource required in the management of our corporate responsibility must be properly budgeted for each year with key targets for specific individuals. This enables proper planning, record keeping and regular review of the processes involved.



Aligning our business with the UN Sustainable Development Goals

For our 2021 Corporate Responsibility report, we have also reflected on where we have made progress towards the UN Sustainable Development Goals.

The 17 goals, as listed below, were adopted by all United Nations Member States in 2015, and intend to provide a shared blueprint for peace and prosperity for people and the planet. We have found much of what we have accomplished as a business has already aligned with a number of these goals, demonstrating our commitment to having a positive impact on our employees, market place, environment, and our local community.

Going forward, we intend to increase our positive impact even further. By breaking down our accomplishments in terms of the UN Sustainable Development Goals, we hope to both highlight our achievements and strengths, as well as identify areas where we could develop even further. We believe this will enable us to put our best foot forward, and continue to contribute to positive change in the world around us.



GOOD HEALTH

AND WELL-BEING

1

Our challenges and successes - Workplace

We have found a number of our accomplishments for this area have helped us work towards UN Sustainable Development **Goal 3: "Good Health and Wellbeing"**.

Workplace challenges for 2021

- Continue the engagement of our employees through the organisation of internal events such as charity events, business seminars, and sports events.
- Carry out necessary maintenance, refurbishment and audits.
- Maintain COVID-secure status for our workplace and communicate all changes to risk assessments and working practices to employees.
- Undertake an employee stress and wellbeing survey.

Workplace successes for 2021

Continue the engagement of our employees through the organisation of internal events such as charity events, business seminars and sports events

Due to the COVID-19 restrictions, our in-person internal events were limited. For the first half of the year, we continued with team meetings, one to ones and social media gatherings to support each other, as well as online charity quizzes and fundraising events. Later in the year we were able to hold events such as the following:

- Autumn lunch social event;
- Open air office Christmas party;
- Christmas team events, such as a team "Escape Room"; and
- St Catherine's Hospice Golf Society Days.

Throughout the year we joined in with some virtual wellbeing events that included a "sleep matters workshop" and "managing stress through diet and lifestyle". We also put in place an online platform, "The Wellbeing Zone", for employees to use to support their physical and mental wellbeing.





Carry out necessary maintenance, refurbishment and audits

Maintenance for our office shows how we have been able to achieve **Goal 3:** "**Good Health and Wellbeing"** in terms of the physical wellbeing of our employees within their workplace.

3 GOOD HEALTH AND WELL-BEING

We were able to complete our five-year electrical survey for our building and can report that no issues were reported from the survey. We also repaired some window opening functions and completed all woodwork repairs to necessary window frames in the office.

All internal and external audits were also completed in 2021, such as our audits for the Legionella Control Association (LCA), ISO 45001, ISO 14001, and our Safe Contractor accreditation ran over into January 2022. From all our audits in 2021, there were seven actions to be taken, these are still in progress, but none of these actions were of particular concern.

Maintain COVID-secure status for our workplace and communicate all changes to risk assessments and working practices to employees

We were able to maintain our COVID-secure status and continued to evolve our policies and procedures, to keep up to date with COVID-19 related changes in employment law, and protect our business and the livelihoods of our employees.

Actions taken in the office included investing in screens to make sure employees could continue to work in a safe environment, continually reviewing desk plans, and continuing a hybrid-working structure, to avoid crowding in the office. Our main COVID-19 risk assessments continued to be available to all on our website and regularly updated with ongoing changes to gov.uk guidance. We believe this has also contributed towards **Goal 3:** "Good Health and Wellbeing".



Undertake employee stress and wellbeing surveys

At Assurity Consulting we take our duty of care for our employees very seriously. Our company ethos describes our commitment to providing:

- The best possible support for our people;
- Support for the whole person and making it readily available;
- · Promoting wellbeing and being energised by work; and
- Creating a happy place to work.



In 2021, we carried out our two annual employee stress surveys, for our Consultancy and Business Services teams. For our stress survey we have continued to use the Health and Safety Executive's survey designed specifically to obtain feedback on 'stress at work'. Employees were encouraged to take the 10-minute survey and we received 53 completed replies, from 62% of our company's employees.

Overall, the survey findings were very positive and indicated that employees feel the company are managing stress at work very well. In particular, the surveys indicated:

- People feel they have a good understanding of their job role;
- People feel they are trained well for their role; and
- People feel well supported by their managers and their colleagues.

There are two specific areas that the survey indicates we can do better:

- People feel they are working intensively; and
- People feel they are working quickly.

All employees were given the option of providing their name on their survey, so that any issues they had could be discussed with a member of the management team. This year noone wished to discuss any answers with the management team. We will use these surveys and future surveys to recognise trends, so that we can see how we have improved in future surveys.

Our wellbeing survey was also carried out for all employees in 2021 to help us determine what our employees would like from our workplace wellbeing activities in 2022. We recognise that looking after our employee's wellbeing is an important factor of working at Assurity Consulting, and are pleased to say we received 60 completed replies, from 70% of our company's employees. We will be able to use the information gathered from this survey to plan wellbeing events for our people.



Our response to survey results

In response to the stress survey results, we made the decision that from 1st January 2022, employees will receive a minimum of 25 days paid annual leave in addition to the Bank Holidays (pro-rata for part time employees). In addition to this, we increased our paid annual leave entitlement from the current maximum of 25 days to 28 days. Managers of people will receive a minimum of 30 days from 1st January 2022 and will have a maximum entitlement of 33 days, in recognition of their extra responsibilities.



We also began the process of creating a 'top level' risk assessment for stress on our systems, which will be completed in 2022.



Further wellbeing accomplishments

Successes we have had in 2021 for maintaining the wellbeing of our people include:

- Our Health and Wellbeing Strategy and Guidance Statement was updated to include a section on the Menopause;
- Our SHEQ Steering Group continued to meet regularly in 2021, had a say in the objectives for 2021, and will continue to do so in the future;
- The Stress and Mental Health working group and Proof Reading and Quality Checking working group have both continued to meet regularly; and
- We delivered in regards to Goal 4: "Quality Education", by providing training to our employees with regards to their wellbeing. Consultants received additional support for driving safely, with training sessions and tasks from IAM Roadsmart and Arrive Alive, and all employees received ACT Counter Terrorism training.





Our <u>Anti-Slavery Policy</u> and <u>Corporate Responsibility Policy</u> also remains available on our website <u>here</u>, both being in line with **Goal 3: "Good Health and Wellbeing"**, in addition to **Goal 16: "Peace, Justice, and Strong Insitutions"**.

Equality in the workplace

In line with the UN Sustainability **Goal 10: "Reduced Inequalities"**, and **5: "Gender Equality"**, we have continued to further equality via education for our employees in 2021, in line with **Goal 4: "Quality Education"**. This has included:

- Continuing to deliver 'Equality Act inductions' for all new employees, making sure that they are informed of what is considered workplace discrimination, protected characteristics, and how they can help prevent, report, and handle discrimination in the workplace;
- Continuing to hold our dyslexia working group, enabling us to take steps to make sure our employees with dyslexia are given the right support to complete their work effectively, for example by carrying out additional quality checking for written reports;
- Delivering inclusive language training for four of our employees;
- Delivering disability awareness training for our Customer Administration team, with particular attention to 'impairment etiquette', so that we may be able to effectively accommodate the needs of anyone with impairments who wishes to visit our office; and
- Our Consultancy Services Director and three of our Consultancy Services Managers attended local training courses on 'Unconscious Bias in the Workplace' as a part of their workday, to further their own education and help contribute to equality in the workplace.

In addition to this, at Assurity Consulting we endeavour to uphold gender equality, both as a standard and within our workplace for progression and pay. This is reflected in the large number of women who hold senior management positions within the business.





Benefits to our employees

Further steps are also continually made towards **Goals 1. "No Poverty"** and **2. "Zero Hunger"** via the salary and benefits we provide to our employees. All our employees earn a salary above the 'Real Living Wage' published by the Living Wage Foundation, and can receive benefits such as profit share, a pension scheme and private healthcare.

We also reward employees for loyalty to our company. We give employees who have been with our company for over five years, the option to enhance a number of their benefits further, by using our Employee Loyalty Scheme, such as topping up their pension, getting extra profit related bonus, donating to a charity or having a membership to a learning/cultural or wellbeing association.





Workplace challenges for 2022

- Undertake our employee stress and wellbeing survey.
- Complete a 'top level' risk assessment for stress and distribute it to our employees. This should help us further support our employees with managing stress.
- Continue to engage our employees through the organisation of internal events. Hold several in person events for employees to attend to support their physical and mental wellbeing.
- Complete the external decorations of the office.
- Redecorate the lab and IT room.
- Engage employees in giving their feedback to the SHEQ steering group meetings, so that any issues can be raised, discussed and addressed.
- As we open up the office during the first part of 2022, improve hot desks with better monitors, more adjustable monitors, with keyboards and mice available.

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Our challenges and successes - Marketplace

There are a number of achievements we have made in 2021 when it comes to our marketplace and industry, that we feel have been positive progress towards several UN Sustainable Development Goals:



This section of our CR report will explain how we succeeded.

Marketplace challenges for 2021

- Continue to run and develop our webinar plan and website content to provide up to date and reliable industry information.
- Service leadership and consultant education.
- Continue to develop new services to provide support to organisations to meet their COVID-secure obligations.
- Complete development work and go live with Assurity Plus 2.0
- Carry out a review of the laboratory IT systems to see how they can be improved.
- Continue to contribute to and be involved in developing knowledge in our industry through active involvement in stakeholder groups, conferences and other events.

Marketplace successes for 2021

Continue to run and develop our webinar plan and website content to provide up to date and reliable industry information

With the continued changes to working practices that occurred throughout 2020, we continued to successfully deliver quality content through our webinars which saw over 700 attendees, and we continued with our written content through the website and email including:

- Eighteen targeted whitepapers covering COVID-secure, air, water and health and safety management;
- Advice for long term pandemic recovery and broadening our advice to support even more of our customers; and
- Thirty-five insights on trending themes, issues and government guidance emailed to our customers and prospects or positioned on our website.

We ran six webinars and for several of them we partnered with various people and organisations including an Environmental Health Officer, and the Hampshire and Isle of Wight Fire and Rescue Service to provide reliable and up to date industry information. We believe this has contributed significant accomplishment to UN Sustainable Development **Goal 4:** "Quality Education", in tandem with **Goal 17:** "Partnership for the goals" to successfully achieve this.



Upholding and further developing partnerships was also achieved as we actively continued our support for industry bodies and events with our roles/relationships with:

- IWFM (Institute of Workplace and Facilities Management);
- BCO (British Council for Offices);
- IoD (Institute of Directors):
- IIRSM (International Institute of Risk and Safety Management) committees;
- CIBSE (Chartered Institute of Building Services Engineers); and
- The London Health and Safety Group.

We believe that maintaining these partnerships will continue to help develop and contribute to our marketplace, aiding Goals 8: "Decent work and economic growth", and 9: "Industry, innovation and infrastructure".



Service leadership and education

As an independent consultancy, education is core to the services we deliver to our customers. As we do not offer any remedial services, we have no vested interest, and are therefore able to offer our customers unbiased advice, guidance, and education to help them manage their workplace compliance. This remains true across all our services, from our wide range of audits, through to the training we deliver.

In 2021, we invested a total of £22,649 into our team's education, supporting a number of our employees in gaining industry recognised qualifications to further their personal development and careers with us.

"I was really well supported throughout my training, with great resources, opportunities to learn, and people to help me, if I ever got stuck. I now have an industry recognised qualification for fire risk assessments, which is great for my CV and advancement in the company."

- Tara Grater, Consultant

"Assurity Consulting has supported me with training to deliver three services, including gaining industry recognised qualifications I would not have had the opportunity to pursue otherwise. This will allow me to progress within the company, as delivering three services (plus delivering in other areas of my job role) means that I can apply for a Senior Consultant position." - Jamie Brooker, Consultant

We plan to continue to invest in the development and education of our people, both to deliver a high quality of service and contribute towards **Goal 8: "Decent work and economic growth"**, and also to have a positive impact for our employees, making sure we support them in their personal development and **Goal 4: "Quality Education"**.



To continue to develop new services to provide support to organisations to meet their COVID-secure obligations

We successfully completed development and launched our COVID Control Site Assessment service, to help give our customers the assurance that they have the correct controls in place, and to demonstrate that their workplaces were safe to return to.

We continued to give expert advice and support our customers when it came to managing COVID-19 risks in the workplace, and published whitepapers on our website to give further guidance to all who require it.

We feel this achievement has furthered goals 4: "Quality Education", and 9: "Industry, innovation and infrastructure" by developing new ways to help those in our industry manage a new risk.



Complete development work and go live with Assurity Plus 2.0

Development work for Assurity Plus 2.0 our property risk management software, was successfully completed, and the service went live for our customers in 2021. We have continued running training inductions for our employees, so that they can support our customers with the software, helping them manage their compliance more effectively.

We also began building a prototype mobile app to work with Assurity Plus 2.0, towards the end of 2021. We hope to complete development and have the app up and running in 2022.

In the development of these services, we aim to contribute to **Goal 9: "Industry, innovation and infrastructure"**, which should in turn make further progress for **Goal 8: "Decent work and economic growth"**.



Carry out a review of the laboratory IT systems to see how they can be improved

A review was successfully carried out for the laboratory IT systems, and as a result we:

- Replaced most hardware so that it was suitably up to date; and
- Reviewed our PDA software and began work to rewrite a new version of this software, so that it would work more efficiently. This software is planned to be complete in 2022.



This should enable those working in the laboratory to complete work without unnecessary delays or equipment fault and look after the wellbeing of employees, so that they are able to work more effectively, contributing towards **Goal 3: "Good health and Wellbeing".**

Continue to contribute to and be involved in developing knowledge in our industry through active involvement in stakeholder groups, conferences and other events



In 2021, we continued to see limitations for in person conferences and events, due to the ongoing pandemic. We were able to attend a networking event with the Venues of Excellence under the measures, and we continued to develop our knowledge through involvement with various organisations.

Greg Davies our Director of Market Development continued his position as Chair of the IWFM sustainability interest group. This enabled us to further our knowledge, and to contribute our own expert knowledge to various areas of facilities management and sustainability. Further achievements for 2021 included:

- On behalf of IWFM, we attended an exhibition and conference in Birmingham and presented on sustainability;
- We contributed to the production of the IWFM sustainability survey and supported the development of a sustainability action plan for the workplace and facilities management industry;
- We spoke as a part of the IWFM webinars on navigating turbulent times, sustainability, and pandemics;
- We provided comment for World Facilities Management Day, and for reduced inequalities;
- Greg continued to work as the Chair for London Region IRRSM, helping organisations approach risk in a broader sense, rather than just from a health and safety perspective. He also sat on the Expert Advisory Group for the Institute of Directors, to contribute our expert knowledge to businesses:
- We spoke at the London Banking Health and Safety Forum regarding ongoing pandemic management; and
- We continued to operate as a member of the Department for Business, Energy and Industrial Strategy (BEIS) Office of product safety and standards.

This has helped us contribute towards **Goal 13: "Sustainable cities and communities"** within our industry, by providing **Goal 4: "Quality Education"** and **Goal 9. "Industry, innovation and infrastructure"** such as by supporting the development of a sustainability action plan for our industry. We also hope that this will help contribute towards **Goal 13: "Climate action"**.



Equality in the marketplace

Goal 11: "Reduced Inequalities" is not just one of our goals for our own workplace, but also how we aim to have a positive effect in our industry. In 2021, we continued to see success in this area, via the uptake of our access services. From carrying out access audits for our customers to help make their buildings more accessible, to delivering equality, disability, inclusivity and accessibility training, reducing inequalities is a vital part of one of our core services, that we carry out throughout the UK and internationally.



Marketplace challenges for 2022

- Continue our development and launch a mobile app to work with Assurity Plus 2.0 to allow documents and tasks to be added via a mobile device.
- Continue developing new features for Assurity Plus 2.0 including a help desk system.
- Continue development of new software for our laboratory and implement its use in the workplace.
- Begin to bring back in person seminars, conferences, and workshops for our customers and contacts, providing up to date industry information and networking for our industry.
- Continue with our journey to become ISO 27001 certified.





Our challenges and successes- Environment

Environment challenges for 2021

- To achieve a new target of 320m³ per month for gas.
- To achieve a new target of 5000 kWh per month for electricity usage.
- To achieve a target of 28m³ per month for water usage.
- Keep our paper use to 30,000 sheets per month through enhanced use of paperless technology.

Environment successes for 2021

We look to try and be as environmentally responsible as possible and reduce our electricity, gas and water usage where we can. We incentivise our employees to choose lower emission company cars, so that our company CO2 emissions can be kept to a minimum. This also demonstrates our commitment to **Goal 7: Affordable and clean energy** and **Goal 12: Responsible consumption and production.**



- Gas whilst there were less people in the office due to COVID-19 guidance, we needed to have extra ventilation and the windows open during the winter months. The average gas usage for 2021 was 400m3 per month. We proposed increasing the target for 2022 to 380m3 per month, in the hope that there will be less ventilation needed in late 2022.
- Electricity usage was a bit below target, at an average of 4279kwh per month, but in anticipation of more people using office and equipment, the decision was made to keep the target unchanged at 5000kwh per month for 2022.
- Water usage was significantly below target at 17m3, however, but as people were slowly returning to the office, the decision was to keep the target unchanged at 28m3 per month for water usage for 2022.
- Paper usage was significantly lower than target, despite achieving our work done target. We therefore propose reducing the monthly target for 2022 paper usage to an average of 22,500 sheets per month



We also found that during 2021, the percentage of our waste recycled increased slightly, which is a step in the right direction. Hybrid working being implemented in our offices also reduced unnecessary travel for our employees, reducing our employees personal CO2 emissions when travelling to and from our offices.

Environment

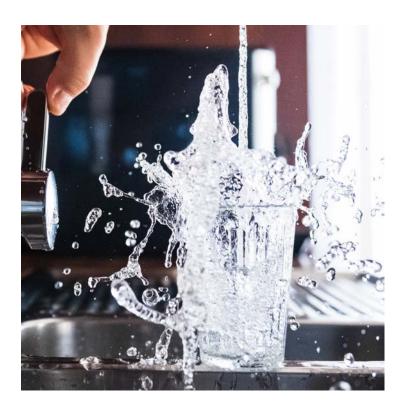
We believe that as a business we have a responsibility towards the environment and sustainability, and this is reflected in how we contribute to knowledge in our industry, who we work with, and how we work. In 2021, we made various achievements towards **Goal 14: "Climate action"**, which in turn will have a positive effect towards **Goals 15: "Life below water"** and **16: "Life on land"**. Our successes for 2021 are detailed below.

We continued to deliver our environmental management services, giving our customers expert advice on how to properly manage their buildings, so that they have a more positive impact on the environment. Our services in relation to water hygiene also continue to have a positive effect, in making sure of a clean supply of water and sustainable systems in our customer's buildings, also

contributing to **Goal 6: "Clean water** and sanitation".

In 2021, we have also continued working with suppliers who we feel have a positive impact on the environment and are conscious of how they work sustainably. For example, this includes asking our catering suppliers how they source their food and how waste is disposed of. This effort has also had the effect of contributing to Goal 12: "Sustainable cities and communities".

We are also proud to say we continued to maintain our accreditation for ISO 14001 Environmental Management System in 2021.





Environment

Net Zero

In 2021, our Directors and Managers all confirmed that they are committed to achieving net zero within the Government time frame of 2050.

Environment challenges for 2022

- Keep gas, electricity, water, and paper usage within our predicted targets.
- Investigate and install further in video conferencing facilities in our office, to help reduce travel and CO2 emissions.
- Create a hybrid working policy and distribute this to our employees, this should have the benefit of reducing unnecessary travel and CO2 emissions.
- Decide on a format or portal to be used going forward to help manage our goal of achieving net zero within the Government timeframes of 2050.



- Continue to maintain our ISO 14001 accreditation.
- Continue to support our customers with improving and maintaining their sustainability and clean water in their buildings.



4

Our challenges and successes - Community

Community challenges for 2021

We believe that to be successful, we cannot be indifferent to the society in which we operate. We believe that community engagement benefits both parties and, where we can, will look to align the goals of the business to the priorities of the local community.



Unfortunately, in 2021 the COVID-19 pandemic continued to hinder our plans to actively build partnerships within the community through fundraising and activity support, particularly with local schools, universities, and charities, but we did what we could, when we could.

- Spread any fundraising we achieve between three charity community partners; and
- Where possible attend a university careers fair and a local careers fair and deliver a presentation or workshop.

Community successes for 2021

Spread any fundraising we achieve between three charity community

Our three charity community partners were St Catherine's Hospice, Springboard and Chestnut Tree House, and whenever we could we raised money for them. Due to the COVID-19 restrictions, many of our usual employee participation of in-person charity events could not be planned.





However, we continued with fund raising carrying out online quizzes for our employees, alongside fundraising events such as "Wear Your Favourite Hat Day".







We were however able to hold one in person charity fundraising event, our open-air office Christmas Party at the end of 2021, with a raffle and Christmas Jumper day competition raising £352 for Chestnut Tree House. Ultimately, through fundraising events alone we raised a total of £1241 for charity during 2021.

We also attended numerous St Catherine's Hospice Golf Society golf days with customers and partners in 2021. At the end of the year, the society raised a total of £29,000 for St Catherine's Hospice.





Support for Springboard

We supported one of our charity partners, Springboard, with the creation of a "wellbeing scheme" to introduce to their team. The purpose of this scheme was to reward and improve the wellbeing of their employees, such as by contributing towards a gym membership, hobby, or treatment of their choice.



GOOD HEALTH AND WELL-BEING

Ian Woodland, Director of Business Services, and Kerry Tyson, Finance Manager, provided their expertise free of charge, giving advice on the benefits Springboard could offer to their employees, drawing from their experience within Assurity Consulting. In addition to this, Kerry also provided advice on trivial benefits and managing the financial aspects of this type of scheme.

Following these discussions, Springboard were able to successfully roll out their "Feel Good Scheme" to their employees in 2021.

> "Assurity Consulting's advice on the tax implications was really helpful. Being able to see your loyalty scheme in black and white really helped me think about it some more and give it a little bit of structure without it having too much red tape. We really appreciate the support."

- Ben Burt, CEO of Springboard

We hope that the support we offered Springboard will have both saved them time and money, and helped further improve the wellbeing of their employees. We feel that this accomplishment demonstrates a commitment to goals 3: "Good health and wellbeing", and 17: "Partnership for the goals".

Our employees also continued engagement with personal fundraising activities throughout the year. During the year, James H, Consultancy Services Manager, and his daughter Martha completed a 'sea swim' (no wetsuits!) every month in 2021, to raise money for the charity St Barnabas House Hospice Care. They raised almost £3,500 by the end of 2021 – an amazing achievement.



Instead of spending money on a 'Secret Santa', the members of our Customer Administration team also chose to each contribute to a donation to the charity Crisis, donating a total of £40.00 altogether.

We believe that these achievements have helped contribute towards **Goal 3: "Good health and wellbeing"** within our local community.







Where possible attend a university careers fair and a local careers fair and deliver a presentation or workshop

Due to some COVID-19 restrictions lifting towards the end of the year, we were able to attend the Horsham careers fair 2021. We also attended several virtual careers fairs at local universities, doing what we could to strengthen our relationships with educational bodies in the area and widening our pool of candidates.

We were unable to deliver in person presentations or workshops at colleges or universities due to the restrictions, however despite limitations, we were able to make local community and higher education students aware of our employment opportunities, and we provided jobs for local people, in line with **Goal 11: "Sustainable cities and communities"**.









University of Brighton

Supporting Gatwick Diamond Business

In 2021 we also continued our membership with Gatwick Diamond Business: an organisation that supports local business and makes commercial difference to business in the Gatwick Diamond area. While many in person events and meetings could not go forward due to COVID-19 restrictions, we continued to attend a number of members meetings virtually, and with one in person towards the end of the year.



For 2021 we also entered the Gatwick Diamond Business Awards for Business of the year, which we won in 2020. Though we did not win the award this year, it was a pleasure to attend the gala awards dinner to support and reconnect with local businesses in person, and we look forward to entering again in 2022.

Community challenges for 2022

- As COVID-19 restrictions continue to lift, attend in person university careers fairs, and local careers fairs and deliver a presentation or workshop to a local university, strengthen the relationship and widen our pool of candidates.
- Re-engage with our employees to hold in person events and fundraising activities.
- Further promote our "Make-a-difference-days" to our employees, organising group events our employees can get involved with.
- Attend external charity fundraising events.
- Spread any fundraising we achieve between four charity community partners St Catherine's Hospice, Springboard, Chestnut Tree House and The Olive Tree.



Thank you for reading our corporate responsibility report



If you would like to discuss any aspect of this report, please contact me on 01403 269375, info@assurityconsulting.com or visit our website <u>assurityconsulting.co.uk</u>

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Independent workplace compliance



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