



## Corporate and Social Responsibility Policy

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## 1 Scope

risual are a responsible business that meets the highest standards of ethics and professionalism.

risual's social responsibility considers both compliance and proactiveness. Our compliance refers to our commitment to compliance and willingness to comply to external legislation, ethics and governance.

Proactiveness is ensure that risual are active promoters and contributors to support communities and protect our natural environment.

risual readily act to promote our identity as a socially aware and responsible business which is a standard Board meeting agenda item and shared through SMT and managers.

## 2 Compliance

### 2.1 Legality

risual stand as a strong, compliant business and will always:

- Respect and comply the law
- Provide governance, support and promotion of its responsibilities through established internal policies, process and awareness
- Ensure that all its business operations are in accordance with internal and external policy and regulatory controls
- Provide transparency in operations and in risual's partnership and collaboration

### 2.2 Business ethics

risual will always conduct business with integrity and respect to human rights. We will promote:

- Safety and fair dealing
- Respect toward the customer, employees, partners and other stakeholders
- Promote risual's anti-bribery and anti-corruption policies and practices
- Encourage and support examples of good Corporate Social Responsibility

### 2.3 Protecting the environment

risual recognizes the need to protect the natural environment and the importance of keeping our environment clean and unpolluted for the long-term benefit to all. We give our commitment to minimise impact from our activities through encouraging reduction in travel and making best use of the technology available to us to reduce our footprint.

### 2.4 Protecting people

risual care passionately about our people and will ensure that we:

- Don't risk the health and safety of our employees
- Support diversity and inclusion
- Strive for the best standards of employee wellbeing

### 2.5 Human rights

risual cares for protecting human rights. We are a committed equal opportunity employer, a passionately fair organisation and as so, abides by all fair labour practices. Our partnership arrangements ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labour).

## 3 Proactiveness

### 3.1 Donations and aid

risual may preserve a budget to make monetary donations. These donations will aim to:

- Support charitable activities that are directly related to one our employees
- Support local charities and initiatives to alleviate both people in need and that of our physical environment.

### 3.2 Volunteering

Our company actively encourages its employees to volunteer and provides at least one day per year to allow this. An extensive schedule covering a range of beneficiaries is promoted by the Board and attended to by around 12 employees per month. Volunteers opportunities are also encouraged outside of this programme which includes participation in the national STEM programme and other opportunities as they arise.

### 3.3 Preserving the environment

Apart from legal obligations, risual understands its responsibility and part to play in proactively protect the environment. This includes:

- Arrangements for train travel are centrally managed to encourage and provide ease to make use of public transport
- Working from home is encouraged
- A large proportion of our employees have home based contracts
- Exploiting the technology available to facilitate the reduction in travel and reduce our footprint

### 3.4 Learning

risual actively invest in learning and development. We proactively plan training and development, are agile and responsive to training needs and promote succession planning.