

# IMS69 Corporate Social Responsibility

## Statement of Policy

The Company is committed to corporate responsibility in order to enhance the value of its business. The nature of the business as well as market needs determine which issues are most relevant in addition to any minimum standards set by the Company. (An executive director is responsible for advising the main board on corporate responsibility matters).

The Company defines corporate responsibility as action taken by the Company which positively impacts on its customers, shareholders, employees, suppliers and the communities around our businesses, and which includes and goes beyond our legal or regulatory obligations. Examples of the Company's commitment to corporate responsibility include:

- Engaging with customers
- Investing for the long term to bring out the best in its people
- Acting as a responsible shareholder
- Investing in its communities
- Managing its environmental impacts
- Maintaining effective health and safety management systems.
- Engage with employees regarding quality, environmental, health and safety objectives

The Company is committed to reporting on its corporate responsibility policies and actions annually, which will enable others to judge the Company's performance. In shaping the Company's approach to corporate responsibility, it engages with business and non-business interest groups to ensure that we fully understand their expectations of the Company and to ensure that its policies and programmes address relevant issues.

We will always work in context of our customers' business to ensure the principles of our Corporate Responsibility Policy remain relevant and consistent. An example of this commitment can be seen in the process of Criminal Records checks for all our employees engaged with the Education and MOD sectors specifically. Pertinent, customer engagement is a key priority.

The Company aims to set, maintain and promote high standards of corporate responsibility. The Company believes that a positive record as a conscientious employer, acting responsibly and with integrity will enhance its reputation, contribute to its long-term financial success (and to its primary objective of achieving shareholder value).

Signed by:

G Harris  
Managing Director



Date: 23/04/2020