

CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

1. Policy Statement

Carver Coaching Ltd is committed to operating as a financially sustainable, ethical and socially responsible organisation.

We recognise that our responsibilities extend beyond commercial performance to include the impact we have on people, communities and the environment. Our Corporate Social Responsibility (CSR) approach aligns with the principles of the UN Global Compact and reflects our commitment to:

- Human rights
- Fair labour practices
- Environmental stewardship
- Ethical and transparent business conduct

We seek to balance commercial success with positive and measurable social impact.

2. People and Workplace

We are committed to providing a safe, inclusive and supportive working environment for employees and Associates.

We will:

- Promote equality, diversity and inclusion in line with the Equality Act 2010.
- Maintain a workplace free from discrimination, harassment and victimisation.
- Support physical and psychological wellbeing.
- Provide access to professional learning and development.
- Ensure fair, transparent and ethical contractual arrangements.

We operate with integrity and expect all personnel to uphold our professional and ethical standards.

3. Social Value and Community Impact

Carver Coaching Ltd works predominantly with NHS, local government, housing, social care and charitable organisations. Through leadership and organisational development support, we contribute directly to improved public services and community outcomes.

In addition to our commercial delivery, we:

- Provide pro bono or reduced-fee coaching and leadership support to charities and social impact organisations where appropriate.
- Contribute to local and national professional development networks.
- Support community initiatives focused on wellbeing, leadership and resilience.
- Champion engagement with SMEs and local suppliers where feasible.
- Seek to strengthen psychologically safe, high-performing cultures across mission-driven systems.

We align our approach with UK Government Social Value principles and seek to evidence the social value created through our services.

4. Environmental Responsibility

We recognise the climate and ecological challenges facing society and are committed to reducing the environmental impact of our operations.

We will:

- Work towards Net Zero carbon emissions in line with our Net Zero Strategy.
- Deliver services virtually where appropriate to reduce travel-related emissions.
- Operate a predominantly paperless business model.
- Promote sustainable procurement and responsible supplier practices.
- Use resources efficiently and minimise waste.

We operate in accordance with our Health, Safety, Environmental and Sustainability Policy.

5. Ethical Conduct and Governance

Carver Coaching Ltd operates with transparency, accountability and integrity.

We will:

- Comply with all applicable legislation and regulatory requirements.
- Maintain a zero-tolerance approach to bribery, corruption and unethical conduct.
- Maintain a Gifts and Hospitality Register and Bribery Risk Register.
- Uphold the commitments outlined in our Modern Slavery Statement.
- Encourage openness and protect whistleblowers.

We seek to build long-term relationships with clients and suppliers based on trust and responsible conduct.

6. Supply Chain Responsibility

We manage our supply chain responsibly and expect suppliers to adhere to relevant legal, ethical and environmental standards.

We favour suppliers who demonstrate responsible employment practices and a commitment to sustainability.

7. Measurement and Continuous Improvement

We are committed to evidencing the social value and responsible business practices generated through our work.

We will:

- Review this policy annually.
- Monitor social, environmental and ethical performance indicators where proportionate.
- Strengthen our ability to measure and articulate social value over time.
- Update this policy in line with legislative or operational developments.

The Director retains overall responsibility for this policy.

This statement will be reviewed and updated every year .

Signed:



Name: LISA MARTIN, MANAGING DIRECTOR OF CARVER COACHING LTD

Dated: January 11th, 2026

Next Review: January 2027