

## CORPORATE SOCIAL RESPONSIBILITY STATEMENT

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This document sets out the Corporate Social Responsibility (CSR) Policy of Carver Coaching Limited.

This document will be reviewed for continued suitability, will be communicated within Carver Coaching Ltd and, if appropriate, made available to interested parties. The review interval for this document is every 1 year.

### Policy Statement

We are committed to The Ten Principles of the UN Global Compact and acting responsibly in all aspects of human rights, labour, environment and anti-corruption. We will strive to find a balance between the financial sustainability of Carver Coaching Ltd as a business and our wider responsibilities.

We will maintain safe and welcoming working environments for all our employees. We will ensure equal opportunities for all staff, actively encourage diversity and inclusion, and protect staff health and wellbeing.

Our staff will have access to abundant support, learning and development throughout their career.

We aim to develop positive and lasting relationships with our suppliers and clients and will support them to achieve the highest legal, ethical, and environmental standards. We champion use of micro-businesses, small and medium-sized suppliers (SMEs) and local suppliers as appropriate, recognising the benefits this provides to the communities in which we operate.

We respect and support the protection of internationally proclaimed human rights and fully recognise our responsibilities to operate in a manner that ensures everyone is treated with dignity and respect. This includes children, people with disabilities, indigenous peoples, migrant workers, older persons, and other vulnerable groups.

We will actively support local communities and charities. We will promote local skills and education by providing employment and placement opportunities for local people and disadvantaged people. We will measure and report the social value we create and will promote social value delivery and measurement to our clients and suppliers.

We will take all reasonable measures to minimise the environmental impacts of our business and will ensure our use of natural resources is sustainable and environmentally responsible. We recognise that we are in a climate and ecological

emergency and are committed to taking meaningful action to minimise our climate impacts.

We will comply with all legislation, standards, statutory and other obligations and best practices which are relevant to our activities and the jurisdictions in which we operate. We will seek to comply with client policies where required and reasonably possible to do so without conflicting with our own policies or other obligations.

## **Aim**

This policy establishes our commitment to operate as a socially and environmentally responsible company, with financial stability that protects our staff and provides value to our clients and suppliers. Our policy, in conjunction with our Health, Safety, Environmental & Sustainability Statement and our Modern Day Slavery Statement aims to improve the communities and environments in which we work, and create social value.

We will encourage our staff to apply this policy in all of their actions across all of our operations and client services.

## **Responsibilities**

The Carver Coaching Ltd management team is responsible for reviewing and approving the content and implementation of this policy and will apply this policy through appropriate procedures, guidance and monitoring. The Managing Director of Carver Coaching Ltd will ensure their company's adherence to this policy.

All staff are responsible for taking measures to promote this policy

## **Implementation**

It is important that Carver Coaching Ltd has a positive impact and we actively support initiatives to promote staff wellbeing, social value, and environmental sustainability. We work to benefit our local communities. We recognise the social and environmental benefits of employing local people. We champion local suppliers because of the contribution this can make to the wellbeing of local communities.

We promote responsible and accountable business practices that encourage a culture of integrity and responsibility.

We seek to protect the environment. We provide a clean, healthy and safe working environment and operate in accordance with our Health, Safety, Environmental & Sustainability Statement.

It is our objective to be a Net Zero carbon emissions business. To support this ambition, we will work more efficiently, minimising our resource use and the environmental impacts of our resource use. We engage our staff, clients, and suppliers on these subjects and show leadership within our industries.

We operate with Well-being, Equality, Diversity and Inclusion in mind to ensure all employees are treated fairly and with respect. We provide a working environment free from discrimination, bullying and harassment, and offer remuneration packages



with equal pay and opportunities regardless of gender that accurately reflect qualifications and experience.

We do not use slave, illegal child or forced labour (including human trafficking) either directly or through our supply chain and record the actions we have taken to avoid this in our Modern Day Slavery Statement.

We operate in an open and honest way with our staff, clients, and suppliers. We seek to develop positive and lasting relationships, are focused on ensuring the safety and quality of our services, and are committed to clear communication. We seek and respond to the opinions of our staff and clients in accordance with our procedures.

We maintain a Gift Log and a Bribery and Corruption Risk Register and apply a zero tolerance approach to acts of bid-rigging, mis-selling, bribery or corruption by any of our employees.

We manage our supply chain with accountability and encourage our suppliers to support our objectives and share our commitment to sustainability.

**This statement will be reviewed and updated every year .**

**Signed:**



**Name: LISA MARTIN, MANAGING DIRECTOR OF CARVER COACHING LTD**

**Dated: January 12th, 2025**