

# Corporate Social Responsibility Policy

As a small consultancy advising on risk and system safety, Kitcher Risk Solutions aims to conduct its business in a socially responsible manner, to contribute to the communities in which we operate and to respect the needs of employees, clients, suppliers and other stakeholders.

We aim to be a responsible employer and adopt values and standards designed to help guide our staff in their conduct and business relationships.

We understand how important the performance of employees is to delivering the strategic aims of any business and work with clients to strengthen the effectiveness of their risk and safety culture, employee fitness and human performance programs. Through this we promote effective health and safety management for ourselves and our clients.

We aim to minimise our impact on the environment and promote sustainable approaches to business.

## Principles

Kitcher Risk Solutions will deal with all stakeholders in an open and co-operative way, ensuring transparent, fair, accurate, timely and understandable communication to encourage sustained and long-term mutually rewarding relationships.

### Employment Practices, Equal Opportunities and Diversity

Kitcher Risk Solutions is committed to achieving the highest standards in its workplace. Our policies and practices will deter acts of harassment and discrimination against colleagues, clients and others.

Employment policies will promote equal employment opportunities for employees and applicants and to maintain a workplace that ensures tolerance, respect and dignity for all. No employee, contractor or temporary worker or job applicant will be treated less favourably, victimised or harassed on the grounds of their disability, sex, marital or civil partnership status, race, nationality, colour, ethnic or national origins, religious or similar philosophical belief, sexual orientation or age.

### Health and Safety

At Kitcher Risk Solutions we are committed to being a leader in delivering safe and healthy outcomes for clients and our people. Our goal is to remove or reduce the risks to the health, safety and welfare of all workers, contractors and visitors, and anyone else who may be affected by our business operations.

We aim to ensure all work activities are done safely in a workplace culture that empowers staff and holds us all accountable for our behaviour.

### Environment

The nature of Kitcher Risk Solutions' business activities means that the most significant impact on the environment is the emission of greenhouse gases as a result of running our office and the associated travel. We seek to reduce emissions by minimising the amount of electricity use and travel, using lower emission transport options (e.g. rail) wherever possible and recycling much of our waste.

Policy authorised by



Clare Kitcher, Director

Date: 1 July 2016

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