

A successful business has a responsibility to its customers, its people, its suppliers and to the wider community and environment. At Assurity Consulting we recognise that our business is about more than just profit.

We will continue to invest in our established and recognised tradition of care for our customers, our people, our suppliers and through active involvement, fundraising and donations, the wider community. We will gather together these initiatives to create a robust culture where they are integrated into our business decisions.

These business decisions will take into account our impact on our Workplace, Marketplace, Environment and Community.

Workplace

We want Assurity Consulting to be a great and rewarding place to work for all our staff. Our workplace and workplace environment will be constantly reviewed to ensure that it provides these aims.

The health, safety and welfare of our employees is paramount. Our health and safety management system is certified to the internationally recognised OHSAS 18001 standard which provides a platform from which to consider and drive ongoing improvements.

We believe that all our employees have the right to be paid sufficiently to support an acceptable standard of living. We therefore pay all our employees more than the living wage irrespective of their age. After completing one year of service, we also ensure all our employees are paid more than the living wage, as determined by the Living Wage Commission. We will also look to enhance the wider benefits we offer our people, wherever practical. When reviewing contractor and supplier contracts we will ask if they pay the living wage to their employees. Preference will be given to suppliers and contractors who do pay the living wage.

Marketplace

We will strive to build positive relationships with both suppliers and customers. Our success as a business is built upon the strength of these relationships. Our work will maintain a significant level of free information and free to attend events that are provided to support and inform our marketplace, as well as promote best practice and compliance.

Where able, we will actively participate and invest in external initiatives (events, consultations, industry groups) to help improve the knowledge and understanding within our marketplace, both internally and externally, so we can strive to always offer the best independent advice available.

Environment

We will continue to improve the impact our business has on the environment. Our environmental management system is certified to the internationally recognised ISO 14001 standard. We are also committed to the ethos of continual improvement.

It must also be recognised that, in the work and advice we provide we have a positive effect on the environmental management of our customers and suppliers in the improvements they can make.

Community

We will continue to build partnerships within the community through fundraising and active support, particularly with local schools, universities, and charities.

This policy and our practices will be reviewed a minimum of two years and our CR report will be published on our website.

Signed 

Paul J Foxcroft, Managing Director

Dated 15h February 2018