

Initial Systems recognise that Corporate Social Responsibility (CSR) matters are of increasing importance to staff and interested parties, and are fundamental to the continued success of the organisation. In terms of what our Corporate Social Responsibility Policy means to Initial Systems it is essentially an term to encapsulate how we impact and engage with the environment, our employees, the community and our suppliers.

Initial Systems believes that its CSR Policy shall provide long-term benefits to its employees, clients, partners, suppliers and individuals in all communities, and will focus on the below key areas:

- **Employees**

Respecting the values of all employees, providing good conditions of work and equal opportunities, improving employee satisfaction and through training, developing their intellectual capacity for their greater benefit and quality of life. We are committed to fairness, equality of opportunity and diversity in all our employment practices, policies and procedures.

- **Health and Safety**

Embedded in all activities, operations and processes for the provision of a safe working environment, wherever that may be. Our policies and procedure documentation reinforce our strict policies on ensuring all of our operatives, staff and individuals remain safe in every environment.

- **Environmental Impacts & Sustainable Development**

Managing business development activities in order to maximise on recycling opportunities and minimise the risk of pollution, waste and nuisance to neighbours. All of our operatives are trained and guided in accordance with our Environmental Policy document of which they must adhere to at all times to ensure all of our works are green with the environment and sustainability at the forefront of our company. Our fundamental aims within daily operations is to reduce waste, re-use materials and reduce the quantity of imported raw materials at all times.

- **Relationships with Clients**

Being responsive to customer needs and providing a quality assured service that intrinsically incorporates all relevant legislative considerations.

- **Suppliers, Manufactures and Sub-Contractors**

Treating suppliers, manufactures and sub-contractors fairly and driving CSR codes of practice throughout the goods and services supply chain.

- **Ethos**

Encouraging high standards of professionalism throughout the company and promoting best practice in respect of ethical behaviour.