



CORPORATE SOCIAL RESPONSIBILITY

Real People. Real Feelings. Real Innovation.

Our long-term vision and culture respect the interests of all PEOPLE – employees, clients, supplier partners, and the global community in which we operate while remaining environmentally conscious through everything we do.

CULTURE & GOVERNANCE

Real People. Real Feelings. Real Innovation.

We pride ourselves on the excellent service and expertise we provide. Our commitment to business ethics creates a culture of empowerment in all that we do. We strive to create an environment where our GURUS can contribute to their professional development and achieve their full potential – a healthy work/life balance.

Our commitment to corporate governance enables this to happen and ensures its effectiveness. Our governance follows industry standards, ensuring quality, world-class service delivery, and personal accountability.

DIVERSITY & INCLUSION

Company ownership is 100% LGBTQ.

We are fully committed to the development of a diverse workforce and community. Our diversity and inclusion are based on everyone being a unique individual and celebrating their unique characteristics.

We are fully committed to making all reasonable adjustments to ensure that people with disabilities can compete for employment and have every opportunity to develop their careers. Applications for employment and promotion are always fully considered, irrespective of age, gender, ethnic origin, race, faith, sexual orientation or marital, civil partnership, or part-time status.

The Company is built by the knowledge and skills of our people. We are consistent in communicating “Real People, Real Feelings. Real Innovation.”

We work in partnership with a range of clients who employ a diverse cross-section of society. It is essential to our clients that their workforce reflects the community in which they operate. We listen to the needs of our clients when considering solutions to aid their operation and work closely with them to develop a solution that will meet their own corporate and CSR obligations.

COMMUNITY IMPACT

*The Albert Kenney Trust (AKT), United Kingdom
The Ali Forney Center - Bea Arthur Fund, United States*

Company ownership is LGBTQ and proudly committed to a shared profit program supporting the Bea Arthur Residence of the Ali Forney Center shelter for homeless LGBTQ youth in New York City, and in the UK, The Albert Kennedy Trust (AKT).

We believe that every business, executive leader, and employee have a responsibility to make a positive difference to their local communities through support for charitable causes.

ENVIRONMENT

Since our start, the Company is fully electronic/digital with a no-print policy.

The Company is committed to engaging with responsible clients and supplier partners who share our view on environmental sustainability and reducing the impact on all that we do. Our beliefs and aspirations are widely shared with our business partners and the services we provide.

We support and comply with all environmental legislation and advocate a precautionary approach concerning ecological concerns.

Our objective is to reduce environmental impact by:

- Supporting REAL INNOVATION in technology and process,
- Reducing greenhouse gas emissions by reducing energy use,
- Recycling at all possible opportunities,
- Maintaining a sustainable purchasing policy,
- Empowering employees in their unique environmental journey.

DAVID D BALLEW

David Ballew
Chief Executive Officer