**INTRODUCTION TO CORPORATE SOCIAL RESPONSIBILITY (CSR)**

CSR refers to the way in which businesses regulate themselves in order to ensure that all of their activities positively affect society as a whole. CSR policies aim to guarantee that companies work ethically, considering human rights as well as the social, economic and environmental impacts of what they do as a business. Businesses should meet, and aim to exceed, any relevant legislation, and if legislation does not exist in a particular area, the company should ensure they carry out best practices anyway.

CORPGRO Ltd are committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

**WHO WE ARE AND WHAT WE DO**

CORPGRO’s purpose is to help companies grow, by creating fair and sustainable values for their stakeholders. We do this by deploying our skills in reward, incentives, communication and human resource management.

CORPGRO’s has one full-time employee, who is supported by various consultants and virtual assistants. CORPGRO works with a variety of different companies on a variety of different projects. The founder/director Damian Carnell approaches each project, with a mindset on ESG awareness.

**LOOKING AFTER EMPLOYEES**

*To retain loyal and productive staff, it is vital to maintain a good working environment. In this section, you could refer to any of the following:*

* CORPGRO is an Equal Opportunities Employer as per the Human Rights Act 2010 and complies with the Modern Slavery Act 2015.
* CORPGRO has a Health and Safety policy and operate a flexible remote working environment.
* CORPGRO works with self-employed consultants and virtual assistants. CORPGRO pays above market rate to all its consultants.

**LOOKING AFTER CUSTOMERS**

CORPGRO works with a variety of clients on a variety of projects. Each client works in a different way with a different set of expectations. CORPGRO works flexibly with their clients, always ensuring 100% delivery of the project.

* After each project CORPGRO has a ‘wash-up’ meeting with client.
* Every new client is sent a Statement of Service and terms of Business, which fully defines the in-scope projects, costings and what CORPGRO will and cannot provide to the client. Before a project commences the client will sign the SOS and TOB.

**SUPPLIERS’ STANDARDS**

Due to the nature of CORPGRO and the business services we provide, we have a limited number of suppliers. Where possible, we use local suppliers and small businesses, for example our website is built and maintained by a small local business.

* We ensure our main suppliers have evidence that they adhere to the Modern Slavery Act 2015.
* We ensure our main suppliers operate in line with the Bribery Act 2010.
* We use local suppliers where we can.
* We are committed to paying our suppliers properly and on time. We ensure our main suppliers got a CSR policy in place.
* We are committed to clear communication with suppliers.

**PROTECTING THE ENVIRONMENT**

CORPGRO is a virtual business with a large majority of its clients, with meetings being held over Team’s or Zoom. We endeavour to keep our carbon footprint to a minimum.

* We are paper free where possible and actively recycle.
* We encourage greener transport by doing the following:
* Encourage staff to walk, cycle, car share or use public transport to get to work if possible.
* Encourage staff to use greener fuels in their personal vehicles if possible.

**COMMUNITY ENGAGEMENT**

As a business CORPGRO sponsors ‘Human’s for Abundance’ a social enterprise founded in Ecuador, one of the most biodiverse countries in South America and the world. We regularly donate money to them to support different projects.

**MEASUREMENT**

CORPGRO as a small company can very easily measure the impact of its Corporate Social responsibilities. This is done informally.

**Policies are reviewed annually – next date for review January 2024**