

Corporate Social Responsibility

Resource Solutions Group is an organisation specialising in professional resourcing and recruitment and therefore we are experts in the employment markets. As a business our success has been built on the foundation and maintenance of relationships: with our Clients, our Candidates and our personnel.

Resource Solutions Group are committed to a Corporate Social Responsibility programme which is tangible, practical and “fits” with the ethos of our business; this ensures it is widely adopted and supported across all Group companies.

Our Corporate Social Responsibility policy covers the following areas:

- Employees
- Community
- Dignity at Work
- Environment

In addition to the above targeted areas of focus, our policy generally is to act in a socially responsible manner, taking into account relevant social and environmental factors, and to promote this attitude across the market in which we operate.

Employees

At RSG we acknowledge that the foundation to our success is our employees. We have a far higher than average retention rate within our industry due to our holistic approach to managing our staff.

Each member of staff has a structured training and development programme and personal development plan based on their individual requirements and aspirations. We mentor and encourage development and training, including (where appropriate) to meet recruitment industry standards and accreditations.

Community

We work particularly hard to continue the success of our internal Academy programmes, which we have run since our inception and have continued to develop and adapt to changing markets. The premise behind the Academy is to take individuals with very little commercial experience and train them into roles across our business. We have been very successful with this programme with two thirds of our Senior Management Team and business leaders having started as Trainees.

Thus our CSR activity within the community centres on the two elements which we have proved we understand: **employment and employability of young people.**

Recent engagement programmes with relevant charities have included:

The Bristol Young Student of the Year Competition. RSG were primary sponsors and assisted in the organisation and running of this six-month competition for 16-19 year old students from state schools, aimed at developing employability skills in young people. www.bristolyoungtalent.co.uk

The Princes Trust Million Makers Competition – involving a team of RSG employees joining a competition to raise £1million to change young people’s lives. www.princes-trust.org.uk/support_us/million_makers

We also are working with the **West of England Local Enterprise Partnership** on a number of projects to improve the employability of young people entering the labour market through the LEP Chartermark. <http://www.westofenglandlep.co.uk/people-and-skills/chartermark>

RSG foster close ties with Universities and local schools and encourage our employees to get involved with workshops to assist with the development of employability in students. We also offer paid internships, work placements and opportunities to enter our Academy through interning with us first.

The community aspect of our Corporate Social Responsibility message echoes the sentiment of our business and the experience shared by many of our employees; therefore it is widely adopted across the organisation. RSG offer a “Matched Giving” system where funds raised for charity by individuals is matched by RSG to the level of £400 per employee per annum.

Dignity at Work

RSG is committed to creating a work environment free of harassment and bullying where everyone is treated with dignity and respect.

Harassment and bullying can have very serious consequences for individuals and the organisation. Harassment or bullying may make people unhappy, may cause them stress and affect their health and family and social relationships.. Effects on the organisation can include loss of morale, poor work performance, increased turnover of staff, legal claims and damage to the organisation's reputation.

For these reasons RSG will not tolerate bullying and harassment of any kind. All allegations of bullying and harassment will be investigated and, if appropriate, disciplinary action will be taken.

Environment

RSG recognises and understands the importance of protecting the environment in which we operate. We are fully committed to minimising the impact that running our business has on the environment and we encourage our clients, suppliers and other stakeholders to do the same.

RSG is aware that its business activities result in various environmental impacts and will comply with all relevant legislative, regulatory and other environmental requirements in order to act in a socially responsible manner. We will strive to continuously improve our environmental performance.

RSG aims (amongst other things) to:

1. Minimise the use of natural resources;
2. Minimise the generation of waste and implement/promote recycling;
3. Minimise pollution and promote greener transport options;
4. Consider the environmental impact of any business decisions made;
5. Inform and encourage staff at all levels to act in an environmentally responsible manner and provide training where necessary; and
6. Encourage feedback from staff on improvements and feed these into the policy.