



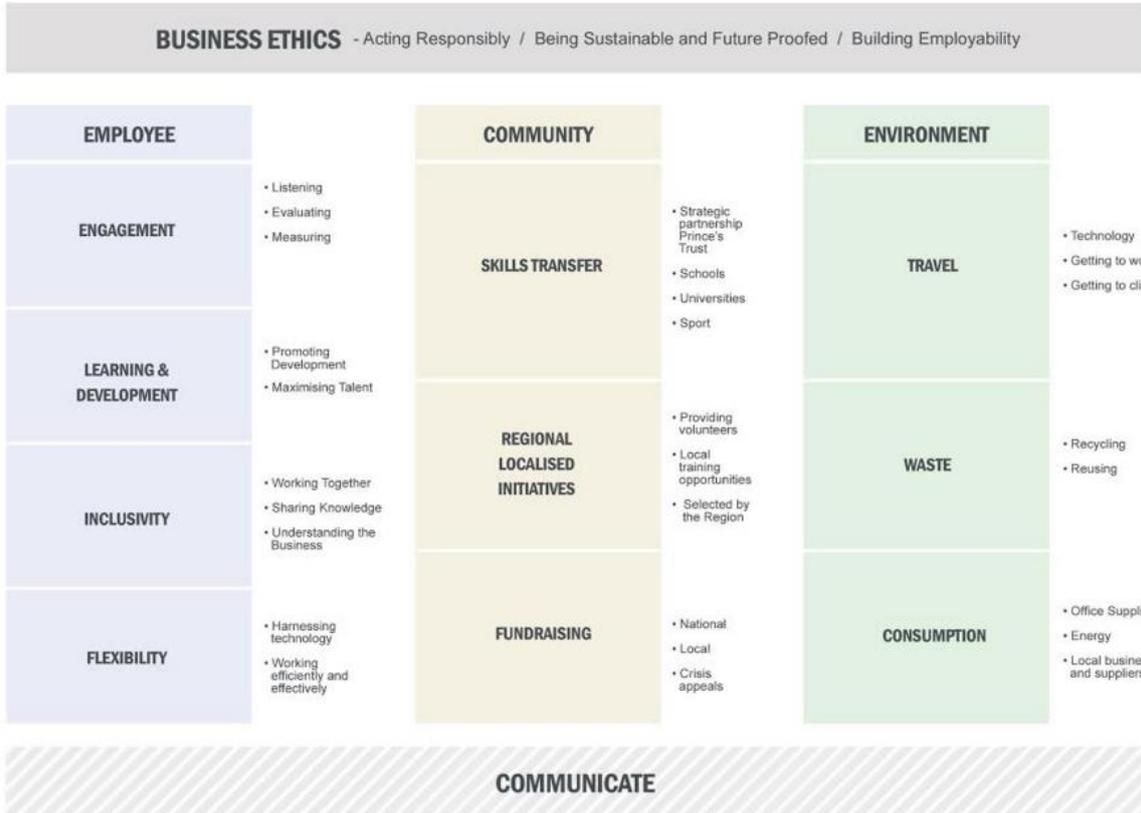
## Corporate Social Responsibility

RSG's Corporate Social Responsibility (CSR) Programme has been created and implemented by those at the heart of our business who are accountable for the impact we have on our clients, our candidates, our markets, our suppliers, our environment and the communities we are part of. These are our employees.

# CSR Strategy



## CORPORATE SOCIAL RESPONSIBILITY STRATEGY



### Business Ethics

Our CSR strategy is focused on three core pillars; Employee, Community and Environment and these pillars are underpinned by three core business ethics

- **Acting responsibly to our**; employees; clients; candidates; environment, communities, suppliers and to our organisation
- **Being sustainable and future proofed** to create another 40 years of heritage and beyond
- **Building employability** through developing skills, knowledge and personal attributes that enhance a persons capability to be effective in the workplace to the benefit of themselves, their employer, their colleagues, their marketplace (clients, candidates and suppliers) and the local community

## Employee Pillar

The employee pillar centres on:

- **Engagement** – how we engage with our current & potential employees ensuring they are given an active voice in the continuous evolution of RSG
- **Development** – creating opportunities, promoting development and investing in learning so our employees can fulfil their growth potential and enhance their employability
- **Inclusivity** – fostering a culture where hierarchies or job descriptions are not a barrier to effective, cross-functional team working; where bright ideas are encouraged and supported and where everyone understands what each other does and what else they could do
- **Flexibility** – harnessing technology to work smarter and questioning in a positive way traditional workplace practices

## Community Pillar

### **Work Ready Programme**

In support of our employability business ethic we are fully committed to delivering a work ready programme that will enhance the employability of people in the communities where our employees are located. The work ready programme is designed by our Community Working Group and involves partnering with national, regional and local employability charities and trusts.

The programme is modular and aimed at helping participants develop self-awareness through exploring their skills, interests, value and motivations as well as providing practical guidance on;

- Creating a compelling CV and digital profile
- Using online job search tools effectively
- Understanding the application process and psychometric testing
- Preparing to shine at assessment centre and impress at interview

## **Charities**

Our charity and fundraising initiatives are selected by our employees with employees given the opportunity to nominate a charity to support for 12 months. The Community Working Group then selects up to four charities which the whole of the organisation will support through volunteering and fundraising activities. In addition we continue to support crisis appeals.

## **Environment Pillar**

We are committed to identifying effective ways of working that reduce the impact the environment. This includes initiatives such as:

- Investing in and raising awareness of technology across our regional network to reduce travel
- Communicating car sharing
- Promoting the cycle to work scheme
- Building on our existing recycling practices
- Reducing paper usage
- Selecting eco-friendly suppliers

## CSR Programme Structure

### *Working Groups*

The CSR programme was created by a voluntary working group of employees from across the organisation who are our CSR champions. Based on an individual’s own passion and interest they then decided which pillar aligned working group they wanted to become part of.



Each working group of employees generates ideas and take responsibility for its own actions and feeds back on progress. There are no limitations in how many working groups an employee can join and when you join.

Progress is communicated through the employee newsletter and at the annual awards conference.

### *Group Leaders*

The role of the Group Leader is to ensure ideas support the overarching CSR strategy; build consensus within the Group for ideas put forward and plan and execute any agreed actions. This includes project management of the initiatives, allocation of roles and responsibilities and liaising with the RSG Board to obtain approval and budget.

### *CSR Chair*

The role of the CSR chair is to ensure all actions generated by the three working group are consistent with the overarching strategy and to assist with liaising with the RSG Board

### *CSR Brand*

Our brand reflects our commitment to safeguarding our environment and represents our cultivation of employees and the community.