



**Boomerang** Consultancy  
Implementing International Standards Into Businesses

# ***Corporate and Social Responsibility Policy***

**Boomerang Consultancy Limited**

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## OUR AIMS

Our aims are to:

- Minimise any negative impact of our business on the environment
- Seek to work with other companies, organisations and individuals that embrace the same CSR objectives as us
- We aim to use natural and renewable resources appropriately and responsibly
- We look to work with local projects and initiatives and actively encourage employee / associate participation in these activities wherever possible
- We look to recycling and following our green policy as much as practicably possible
- Act responsibly in anything we do
- To follow the CSR policy and not just talk about it

We have the following 4 key principles that we wanted to detail as key areas that we as a company will focus on from a Corporate and Social Responsibility perspective:

1. Carbon Footprint reduction
2. Recycling of waste / end of life products (e.g. paper, packaging, glass, printer cartridges etc)\*
3. Focusing on our Employees and the local community
4. Carefully select the suppliers and business partners we use to ensure they 'live and breathe' the same values as us.

\*This is not an exhaustive list

## BUSINESS ETHICS

We are committed to being a responsible company. We aim to ensure that, in everything we do, we meet the highest standards of business conduct.

Boomerang Consultancy principles for good business ethics:

1. Commitment to fair business practices in our relationships with our customers, employees, members, stakeholders and suppliers
2. Commitment to transparent business practices
3. Commitment to honest business practices
4. Respecting the confidentiality of information entrusted to the company
5. Obeying the rule of law in everything we do
6. A commitment to accurate and honest reporting to our stakeholders (members, sponsors and board-members)



## **OUR VISION REGARDING DIVERSITY**

Diversity is about everybody not just the people within or members of our company.

We truly believe in a working culture that:

1. Respects
2. celebrates and harnesses difference to the benefit of customers, employees, stakeholders, members partners and the wider communities (locally, regionally and nationally)

We as a company welcome and rely heavily on people that originate from different, diverse backgrounds, experiences, beliefs and perspectives as this will allow Boomerang Consultancy to operate successfully in all markets, sectors and communities

## **RELATIONSHIPS**

We will conduct our business relationships with integrity and courtesy, and honour our trading commitments. Our aim is to build long-term relationships with our suppliers and provide support for small, local, specialist producers / suppliers. We are committed to trading fairly with all our suppliers, and will communicate our responsible sourcing expectations to them in the areas of health, safety and worker welfare, sustainable and profitable production of goods.

## **EMPLOYEES / ASSOCIATES / CONTRACTORS**

We will respect our staff and encourage their development and training. We will promote equality as differences in responsibilities permit and consider the interests of our staff including their welfare, health and safety.

It is always our intention to empower our staff and we will recognise individual contributions and reward them fairly.

Our ultimate aim is ensuring the welfare and happiness of our staff and our priority is to ensure they are happy with the ethical way in which our business operates, they enjoy working for us and with us and that what they do and the value they add is seen as worthwhile.



## ENVIRONMENTALLY

As a business we will comply with and where possible exceed the requirements of any environmental legislation and ensure all other requirements to which we subscribe to are met. We are actively working towards the implementation of an ISO 14001 based Environmental Management System

We are committed to and will ensure that we will:

- Constantly monitor and review our CSR and related policies
- We will look for new and better ways of working that will help our environment both locally, nationally and internationally
- We will ensure that the implementation of any new technology is environmentally friendly and that any old equipment whether it be PC, Printers, or operational tools, that have come to 'end of life' will be disposed of in a responsible manner of passed to a charity organisation for refurbishment and re-use reducing the reliance on landfill sites
- Wherever possible we will use our influence with clients and their teams to improve the environmental performance of projects, to establish energy-efficient and sustainable solutions whether that be by way of materials, systems or processes.

## SOCIALLY / COMMUNITY

Our ethos is about contributing to and helping the local community; as we develop as a company we will continue to help our community not just on a local but regional basis.

### We aim to be:

1. Supportive of local initiatives
2. Supportive of local suppliers
3. Supportive of local people
4. Supportive of local agencies
5. Supportive of local policies

### We will also:

6. Encourage entrepreneurial spirit
7. Encourage and bring together all sections of the community
8. Encourage the use of local people/companies to deliver our services

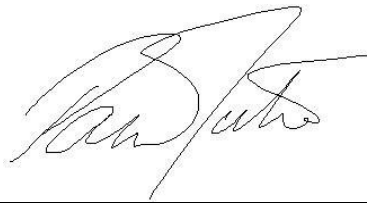


## AIMS / TARGETS 2019/20

### Our aims and targets:

1. Monitor our carbon footprint and reduce / offset by a minimum of 30% each year
2. Recycle 100% of all paper and IT consumables
3. Use 100% recycled paper for advertising, notices etc and ensure our printing companies adhere to this
4. Effectively manage print output – Reduce the amount of printed matter – minutes, agendas etc instead using electronic presentations for all to see.

As the Managing Director I agree to the contents within this document and endorse that we will all follow the policy.

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<b>Position:</b>	Managing Director
<b>Signature:</b>	
<b>Date:</b>	01/01/2019
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