



## INFRAVIEW CORPORATE SOCIAL RESPONSIBILITY POLICY

### **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.

InfraView 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**

InfraView are leading market specialists within the UK Cloud & IT Infrastructure Technology Recruitment arena.

Delivering exceptional service to candidates looking to build careers & facilitating clients looking to grow the best teams in the industry.

We work with many of the top IT Solutions and Services providers on the planet and are known as their #1, exclusive recruitment partner. We have an unrivalled market wide reputation whether that's from candidates or clients and firmly believe that what makes us is our people. As a business, we live by our company Purpose, Mission & Values.

Purpose: Accelerating the world's digital future by changing the lives of people who transform technology.

Mission: To be the Number 1 Cloud & IT Infrastructure Technology Recruitment Agency to the UK IT Solutions & Service Provider sector

Values: We work as one team – We love our niche – We tell it how it is – We enjoy the journey – We make IT happen – We come first - We are positively disruptive

<https://www.infraview.co.uk/our-story#ourvalues>.

### **Looking after Employees**

- InfraView is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. As an equal opportunity's employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.  
Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.  
We do not enter business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.
- The success of our business is based on our people. We seek to recruit, retain and develop the best staff. We continually look to improve our staff through blended learning courses, coaching and through our training Academy. As an independent company our staff are given the freedom to be creative, work autonomously and make decisions which further personalises our commitment to building a sustainable company in which we can be proud. InfraView also host quarterly company socials and an annual sales incentive trip for their staff.



At InfraView we believe that operational excellence is closely tied to the health and wellness of our staff. We are committed to promoting healthy lifestyles through our office environment, work-life balance and our monthly reviews with each member of staff to ensure they are happy with the environment and support they are receiving. In doing so, we aim to have a positive impact on the wellbeing of our staff and the quality of service we offer.

- InfraView commits to paying staff on time and can confirm all staff earn about the national living wage and are given the option to opt into a pension scheme.

## **Looking after Customers**

*It is so important to look after your customers, to make sure that they have a positive and lasting impression of your business. In this section, you could refer to any of the following:*

- *What your company does to improve customer satisfaction and retention.*
- *What your company does to ensure the safety and quality of your products and services.*
- *How your company commits to clear communication with customers.*
- Ensuring that all our advertising and documentation about the business and its activities are clear, informative, legal, honest, truthful and reflects our Equal Opportunities and Diversity Policies
- Being open and honest about our products and services and telling customers what they want to know, including what we do to be socially responsible
- We will avoid pressure selling techniques
- Ensuring that if something goes wrong we will acknowledge the problem and will deal with it, ensuring those affected are kept fully informed
- We will listen to our clients and candidates so that we can improve the services we offer to them
- We fully acknowledge our legal obligations, as well as our responsibility to the wider community, to ensure that all of our workers have the legal right to work in the UK before they undertake any work for us. We meet all candidates in person, checking and making copies of original documents, and taking up references from previous employers. This enables us to meet employment and immigration legal requirements, and to address the broader obligations under the Modern Slavery Act 2015. We have systems in place to monitor this activity on an on-going basis.
- Ensuring that we benchmark and evaluate what we do in order to constantly improve our competitive edge in the marketplace

## **Suppliers' Standards**

*It is vital to ensure that you use good suppliers and maintain a good working relationship with them. In this section, you could include information on any of the following:*

- *Do your suppliers have evidence that they adhere to the Modern Slavery Act 2015?*
- *Do your suppliers operate in line with the Bribery Act 2010?*
- *Do you use any local suppliers?*
- *Are you committed to paying your suppliers properly and on time?*
- *Have your suppliers got a CSR policy in place?*
- *Being committed to clear communication with suppliers.*

The Founders will also ensure that we deal responsibly, openly, and fairly with freelancers and suppliers by:

- Ensuring that we make clear arrangement with and fully meet our obligations as agreed
- That we will endeavour to pay on time



- Not expecting any discounts to have a detrimental effect on their business
- Ensure they comply and adhere to the Modern Slavery Act 2015 and operate in line with the Bribery Act 2010.

The operational and ultimate responsibility for the commitment to our corporate social responsibility principles lies with the co-founders of InfraView. Every employee of InfraView is expected to give their full co-operation to the above principles in their activities at work.

### **Protecting the Environment**

- Our environment is important to us! In our office we promote recycling, the use of sustainable products and environmentally friendly decision making. We strive towards being predominantly paperless; we have invested heavily in cloud-based systems which allows us to better protect people's data and privacy and make a stand towards protecting our environment.

### **Community Engagement**

As part of our Corporate Social Responsibility programme, we continually seek to partner with local organisations and charities. Working with charities is something that we whole-heartedly support. It reinforces our vision of developing beneficial partnerships, and in turn builds the skills of our teams as we experience the personal rewards of making a difference to our community.

### **Measurement**

We will continue to embed the principles through:

- Providing awareness training to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- Ensuring staff involved in procurement activity are aware of and follow [modern slavery procurement guidance on GOV.UK](#)
- Ensuring that consideration of the modern slavery risks and prevention are added to InfraView's policy review process as an employer and procurer of goods and services
- Making sure InfraView's procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
- Continuing to take action to embed a zero-tolerance policy towards modern slavery
- Ensuring that staff involved in buying or procurement and the recruitment and deployment of workers receive training on modern slavery and ethical employment practices

This statement has been approved by Tim Cazemage and Tim Davey, Co-Founders of InfraView.

This statement will be reviewed and updated every year.