

BOM Group Ltd

Corporate Social Responsibility (CSR) Policy



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PURPOSE

BOM Group Limited's Corporate Social Responsibility (CSR) Programme is about the core values and principles that govern the way we operate. As an organisation we aim to create the right balance between the development of opportunities with our clients, supporting the communities in which we operate, our impact on the environment and our commitment to providing our staff with a stimulating and rewarding place to work.

Most importantly our CSR programme is about ensuring we operate in a responsible way, not just because it improves the sustainability of our business and because it is important that we make a valuable contribution to the people, communities and environment around us.

OUR CSR STRATEGY

Our CSR strategy is focused on three core pillars; Our Employee, Our Community and The Environment. These pillars are governed by our three core business ethics:

Acting responsibly towards our: employees, clients, environment, communities, suppliers and to our organisation

- Being sustainable and 'future proofed' to ensure another 60 years of heritage and beyond
- Building employability through developing skills, knowledge and personal attributes that enhance a person's capability to be effective in the workplace to the benefit of themselves, their colleagues and the local community

EMPLOYEE PILLAR

The employee pillar centres on:

- **Engagement** – how we engage with our existing & potential employees; ensuring they are given a voice and an active role in the evolution of the Company
- **Development** – creating opportunities, promoting development, and investing in learning so our employees can fulfil their growth potential
- **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 within our organisation
- **Flexibility** – harnessing technology to work in a smarter way and positively challenging traditional workplace practices

COMMUNITY PILLAR

Our charities and fundraising initiatives are selected by senior management with the assistance of our employees.

In addition to our chosen charities BOM Group Limited offer pro-bono services to charitable organisations through a non-for-profit agreement.

ENVIRONMENT PILLAR

We are committed to identifying effective ways of working that reduce our impact on the environment. This includes:

- Raising awareness of technology to reduce travel
- Communicating Salary Sacrifice options for employees
- Building on our existing recycling practices
- Reducing paper usage
- Selecting eco-friendly suppliers