

Educ8tions Ltd.



Corporate Social Responsibility Policy
(CSRP)
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Change Mechanism

Any person seeking to alter this document must consult the author before making any change.

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Our Aim

Educ8tions aim to embed Corporate Social Responsibility (CSR) into everything we do and to act as a responsible citizen. Educ8tions aims to be a global company committed to meeting the needs and ambitions of a culturally and internationally diverse range of students by providing challenging academic programmes underpinned by innovative research, scholarship and professional practice.

What We Mean By Responsibility

Educ8tions recognises that we have a responsibility for our impact on our stakeholders and the natural environment, wherever possible beyond that of legal compliance and the liability of individuals. What do we mean by responsibility?

The European Commission defined Corporate Social Responsibility (CSR) as 'a concept whereby companies integrate social and environmental concerns in their business operations and in their interaction with their stakeholders on a voluntary basis'.

Our CSR policy has been approved by the board of directors. It is intended to ensure the highest standards of behaviour in all our activities and all our interactions with stakeholders.

Our Stakeholder Approach

Educ8tions adopts a stakeholder approach to SR. A stakeholder is typically defined as 'any group or individual who can affect or is affected by the achievement of the organization's objectives. Our CSR focus is therefore on these four areas:

- 1) the workplace (staff, students and our governance)
- 2) the community (the people and places where we operate)
- 3) the marketplace (our suppliers, contractors and partners)
- 4) the natural environment

Our CSR Policy sets general standards of behaviour with regards to each of these four areas.

Our International Citizenship

Our mission is to have staff and students coming from many different countries, we aim to fulfil this mission within the next 5 years.

We will behave ethically and responsibly in choosing our partners and deciding where we operate. We regard our diversity as a major strength and we will respect the local laws and traditions wherever we operate.

Educ8tions is committed to supporting the work of the above bodies through training and professional development programmes.



Monitoring and review

CSR Task Group will publish an Annual Report with appropriate performance indicators. Progress towards and the appropriateness of our targets is reviewed annually and reported in the CSR Annual Report. We are committed to continuously improve this policy and our stakeholder engagement.

Objectives

In order to achieve our aim of embedding CSR into everything we do, we set ourselves objectives, which provide the basis for specific initiatives set out in action plans:

Objectives – Staff

Objective 1: Provide a fulfilling and rewarding career for our staff, including providing employees with opportunities to enhance their skills and capabilities; maintain a framework of fair and just remuneration policies and structures; and endeavour to reconcile the employees' family lives with careers.

Objective 2: Achieve the highest standards of Health and Safety for our staff and act to prevent the exposure of employees to personal security risks at any time.

Objective 3: Respect the rights and dignity of our staff and treat every person fairly and without discrimination in relation to race, religion, national or ethnic origin, gender, sexual orientation, age, marital status, disability or union membership.

Objective 4: Respect staff privacy. Personal information only to be collected from employees as is necessary for the effective operation of the university or as required by law, and to keep such information confidential and release only to those who have a legitimate need to know.

Objectives – Students

Objective 5: Provide a fulfilling and rewarding learning environment for our students and help our students to gain the maximum benefit from their study, including providing consistently high quality of teaching, informed by the latest research and developments in the field. Ensure that relevant student support services are provided to enable students to succeed.

Objective 6: Facilitate participation in higher education of students from the widest possible range of backgrounds, ethnicities and nationalities.

Objective 7: Achieve the highest standards of Health and Safety for our students and act to prevent the exposure of students to personal security risks at any time.

Objective 8: Respect the rights and dignity of our students and treat every person fairly and without discrimination to race, religion, national or ethnic





origin, gender, sexual orientation, age, marital status, disability or union membership.

Objective 9: Respect student privacy. Personal information only to be collected from students as is necessary for the effective operation of the university or as required by law, and to keep such information confidential and release only to those who have a legitimate need to know.

Objective 10: Support and facilitate student CSR initiatives and ensure that our academic provision supports the development of values consistent with CSR.

Objectives - Local community

Objective 11: Achieve the highest standards of Health and Safety for our visitors and act to prevent the exposure of visitors to personal security risks at any time.

Objective 12: Understand the needs of, and work with, the local community and respect the concerns of the wider community in all our operations.

Objective 13: Encourage, support and facilitate our staff and students to undertake voluntary activities to assist the local community.

Objective 14: Encourage, support and facilitate our staff and students to support charitable and community-based organisations through leadership roles, voluntary fundraising activities and other contributions. We support the British Red Cross society as a voluntary sector and charity as the director is a member of the BRCS. We also support Alzheimer's Research UK.

Objectives - Business partners

Objective 15: We intend to work with business partners (sub-contractors) We intend to work with our business partners with openness, transparency, integrity and fairness, including selecting suppliers, subcontractors and agents on the basis of objective criteria such as price, quality, reliability, technical excellence, environmental impact, delivery and service; paying all suppliers, subcontractors and agents in accordance with agreed terms; and respecting confidential information in accordance with the law.

Objective 17: We will ensure that our business partners adopt sustainable and socially responsible policies, share best practice with us and adhere to Educ8tions health and safety policies when offering their services.

Objectives - Environmental Management

Objective 18: To achieve accreditation under a recognised Environmental Management System, which will include:

- An assessment of our activities, products, processes and services that might affect the environment;





Educ8tions Limited

Developing People for Sustainable Careers

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- Development of an environmental policy;
- An environmental improvement programme;
- A training and awareness programme;
- Written procedures to control activities with a significant environmental impact;
- Periodic auditing of the system to ensure effective operation.

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