



**Showing** what good looks like

[www.csr-accreditation.co.uk](http://www.csr-accreditation.co.uk)

## Forward from Richard Collins

CSR-A Founder and Managing Director

**Social Responsibility allows you to enrich the quality of lives for all by investing in social value as an essential part of an organisations culture. This provides purpose and impact and will ensure a sustainable and profitable business. It will help to build a better world for future generations by improving the environment and ensuring a cohesive community to live and work in.**

This is exactly what we have seen delivered by the first 50 organisations to achieve a CSR Accreditation. CSR-A are very proud to have been part of these organisations social responsibility journeys. We have been impressed by the collective positive impact they have had against our CSR Four Pillars of environment, workplace, community and philanthropy.

It has also been exciting to witness how the inclusive 'C' in CSR has been represented with applications characterised by corporates, companies, community organisations and charities. This has shown collective social responsibility delivered across the private, public and third sectors.

Since February 2020 the world has changed dramatically and the focus on social responsibility has become far more important. We have already witnessed some incredible

acts of kindness and support for struggling businesses, charities and individuals. This will become normal as consumers and stakeholders expect increased social value and form the businesses they are engaged with. There is no doubt that the future shape of business will be measured in both financial and social value.

The organisations featured in this first 50 collection of case studies have demonstrated how social value can be delivered and how they have financially benefited from their return on social investment.

They have exhibited leadership, shown passion, displayed innovation and imagination and most importantly made a real, positive and evidenced impact on the world they live and work in.

**They all should be justifiably proud of their achievements, this is celebration of their successes.**

We look forward to seeing a continuation of their social responsibility commitments as each organisation works towards re-accreditation in three year time.





01



## Almond Tree Strategic Consulting Ltd

### ORGANISATION SIZE - Sole Trader (1-2 employees)

We are committed to ensuring that meaningful CSR remains at the heart of everything we do and have audited our activities against the accreditation requirements, developing the attached CSR Policy.

As a micro-business serving the not-for-profit sector, with one employee and occasional associates (with no intention to grow further), there are capacity constraints on our CSR but we believe we go far beyond what would be expected of a micro-business. Our CSR Policy has been agreed by our Directors who are co-owners of the business (one of whom we employ).

Our Environmental Policy ensures we take responsibility for environmental protection and sustainability beyond legal and regulatory requirements including minimising consumption of energy and resources, reducing the need to travel and eco-friendly purchasing.

Our workplace CSR focusses on providing support, training, development and flexible working for our employee, valuing diversity in all our work, sound corporate citizenship and ethical practice and providing added value to clients beyond their purchase (and to enquirers whether or not they purchase our services).

We support a number of community and charitable causes through philanthropy (at least 10% of pre-tax profits are donated) and directly through extensive Pro-bono support and advice. This includes providing almost 30 days a year of free support to local and other charities including for our employee to volunteer as a charity trustee and school governor.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA\\_Accredited-Company-Case-Study-ALMOND-TREE.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA_Accredited-Company-Case-Study-ALMOND-TREE.pdf)





02



## Ashington Page Ltd

### ORGANISATION SIZE - Small Business (up to 50 employees)

This has been an enlightening process for us as individuals and as a company to go through. It has confirmed to us that whilst we tick some of each of the 4 pillars boxes that make up this accreditation, that there is much more that we could and will be doing. Irrespective of whether we gain the accreditation or not we are committed to continue doing more and therefore we will have a greater awareness in the decisions that we make in the future.

For example as a result of this process we have signed up to splosh.com for the company's cleaning products to reduce our plastic consumption by ordering refill pouches through the post which arrive in recyclable packaging.

We have seen that the whole team are actively engaged, and they will now be making changes to their own personal lives particularly with regards to plastic and excess packaging.

We are also in the process of reducing the amount of paper that we consume and are working towards becoming as close to a paperless office as is practicable. We have online diaries and cloud-based Sales and Letting software packages that assist us in achieving this as all letters and property details can be emailed which has already significantly reduced our in-house printing and postage.

These are just a few examples which show us that our mindsets and actions are changing at a time when it has never been important to make a positive difference to local and wider areas.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA\\_Accredited-Company-Case-Study-ASHINGTON-PAGE-2.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA_Accredited-Company-Case-Study-ASHINGTON-PAGE-2.pdf)



CHARITABLE INVOLVEMENT



COMMUNITY INVOLVEMENT



WASTE MANAGEMENT



03



## Bartercard (Barter Traders Limited)

**ORGANISATION SIZE - Small Business (up to 50 employees)**

Here at Bartercard, being a socially responsible business is central to our core business beliefs. We are committed to CSR in all areas on our business and are continually looking for ways to improve our business functions so that we can have a positive impact on the communities that we work with. All our stakeholders from staff to customers are important to us and we aim to ensure that we can add value to their interactions with us. With climate change and environmental issues being brought to light, Bartercard aims to ensure we act responsibly to reduce our negative impact on the natural world.

Overall, we hold CSR to a high regard, within our business practices and actively commit to being a responsible corporate citizen.



To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2018/07/CSRA\\_Accredited-Company-Case-Study-BARTERCARD.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2018/07/CSRA_Accredited-Company-Case-Study-BARTERCARD.pdf)



04



### B P Collins

**ORGANISATION SIZE - Medium (51 to 250 employees)**

At B P Collins Social Responsibility runs through the core of our business. It is something we have historically included as an everyday part of our working life. We also take care to align our social responsibility with our business practices. For example we organise an annual Round Table on waste management and environmental responsibility. By bringing together a panel of industry experts and representatives from the local Chamber of Commerce B P Collins are able to publish a report that has can be used to influence national policies.

We make every effort in ensuring that all aspects of our workplace are respected and inclusive from career opportunities to workforce best practice. We are passionate about supporting the community we work in supporting local school sports centres.

Our charitable benefits are numerous, we have not only been able to support our charities financially but have worked to develop relationships and promote the charities we support through our marketing channels. This has been enhanced by developing a unique process to engage with charities by working with the community foundation trust 'Heart of Bucks'.

It is through the CSR Accreditation application process that we have been able to bring all of this activity together for the first time. It is only now that we can really appreciate the collective influence and social impact that our social responsibility has on the environment, at work and in the community.

To read the complete Accreditation application please click this link

<https://embed.wirewax.com/8119565/?noShare=true&>





05



## Birmingham Business Park

### ORGANISATION SIZE - Small Business (up to 50 employees)

At Birmingham Business Park, people's welfare and sustainability is our number one priority. We believe that commitment and fulfilment of employees on the park can strengthen society's well-being beyond the environment we create. Our ethos is to protect, enhance and create sustainability within the community. Birmingham Business Park are proud to support many local communities such as Merstone School, Marston Green Junior School, Solihull Age UK and Marston Green Football Club.

As well as monetary support through dedicated fundraising and sponsorship, we also give time to support our local community which can be equally valuable to help our local community projects thrive and develop. At Birmingham Business Park we have over 150 companies, 10,000 employees rising to 15,000 in the next three years. We sit in an asset known as THE HUB adjacent to Birmingham Airport, Birmingham International Station and major motorway networks. Many of our on-site companies such as Rolls Royce, IMI, Citizen to name a few all have a robust CSR policy with strong outcomes.

We have had a charity of the year since 2016 and continue the theme each year. Recently we extended our partnership with Solihull Age UK to two years to ensure they have support, opportunities to raise their profile and engage their clients with activities and fundraising.



To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2020/08/CSRA\\_Accredited-Company-Case-Study-Birmingham-Business-Park-Silver.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2020/08/CSRA_Accredited-Company-Case-Study-Birmingham-Business-Park-Silver.pdf)



06



## BSP Consulting

**ORGANISATION SIZE - Medium (51 to 250 employees)**

BSP Consulting have a measurable Corporate Social Responsibility policy. We provided £1.9m social value in 2019. We have a social value calculator to record everything we do; we will continue to update this calculator throughout 2020.

Since the company began in 2009, we have been providing energy efficient building design. We are civil, structural, environmental, geotechnical and transportation engineers. We first formalised our CSR activities in 2010 making commitments to give back – raising money for charity and giving pro-bono advice - providing work experience and training for young people. This policy evolved into our Social Value Policy in 2016. Our Social Value Manager, Hannah Rawson, updated our ISO9001 in 2018 to include a Social Value tool-kit which we use on every public sector project. We seek to align our activities with the contractors to maximise positive / minimise negative impacts on projects.

We promote systems to reduce environmental impact of all Company operations, whether office, design, or site based. BSP promote from within; have employed apprentices and offered work placement employment opportunities. We are an Equal Opportunities employer and we have an Equal Opportunities Policy.

We are fully committed to adding value to the communities within which we work. Being a good neighbour means we actively interact with community groups and support educational initiatives.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2020/11/CSRA\\_Accredited-Company-Case-Study-BSP.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2020/11/CSRA_Accredited-Company-Case-Study-BSP.pdf)



07



**CHARITABLE INVOLVEMENT**



**COMMUNITY INVOLVEMENT**



**WASTE & WATER MANAGEMENT**



**RESPONSIBLE PREMISES**

## Buckinghamshire Business First

### ORGANISATION SIZE - Small Business (up to 50 employees)

Buckinghamshire Business First is a business-led, business-focused community for new, established and growing businesses across Buckinghamshire. We provide our members with knowledge, support and opportunities for growth.

From our inception in 2011, when 10 local entrepreneurs and business leaders got together to discuss how to encourage business growth in Buckinghamshire, our 'doing-it-for-ourselves' mentality has generated a thriving business community of over 11,000 members – and growing.

Since the very beginning, the Buckinghamshire Business First (BBF) Group, including our wholly owned subsidiary Ngage Solutions Ltd, has sought to conduct itself in an ethical, forward-thinking manner that puts a premium on:

- environmental best practice
- supporting its people and their wellbeing
- supporting the charitable sector with fundraising, volunteering and promotional efforts
- supporting the wider community

Examples of our CSR initiatives include:

- Delivering grant funding to help reduce CO2 and CO2e
- Reducing our carbon footprint, encouraging others to do the same
- Enabling and participating in voluntary activity

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/03/CSRA\\_Accredited-Company-Case-Study-BBF.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/03/CSRA_Accredited-Company-Case-Study-BBF.pdf)



08



## Buckinghamshire New University

**ORGANISATION SIZE - Large business (251+ employees)**

Buckinghamshire New University has a proud 126-year history of transforming the lives of its students through employment-focused and skills-based teaching which enables students from a wide range of backgrounds to achieve their ambitions. We create the conditions for success, and strive to be a catalyst in making a positive impact on the environment, in our communities, and as an anchor institution in our region.

Our CSR commitment is at the heart of everything we do. Being a responsible corporate citizen is important to us, and to our students, people and stakeholders. We are proud to lead by example within the higher education sector, and to share our best practice to help others make a difference.

We strive to make a positive contribution across four key areas:

**ENVIRONMENT** - reducing use of energy, natural resources, and waste, supported by 'green' travel policies;

**WORKPLACE** - wellbeing and recognition initiatives; promoting equality, diversity and inclusion; and developing our people's skills;

**PHILANTHROPY** - financial support of the Bucks Students' Union charity and its free recreation, sports and skills development 'Big Deal' initiative; and

**COMMUNITY** - volunteering; fundraising; and outreach work with local schools.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/01/CSRA\\_Accredited-Company-Case-Study-BNU.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/01/CSRA_Accredited-Company-Case-Study-BNU.pdf)



09



## Chandler Garvey

### ORGANISATION SIZE - Small Business (up to 50 employees)

Chandler Garvey recognises that it has a positive role to play in the Buckinghamshire community; being a high profile business that helps shape the business environment through the work it does with investors and developers in the property sector.

Working and living in the county, the Directors are keen to help with charitable and community projects and they and the team give up significant amounts of time to try and make a difference to the lives of others. Time is a very precious resource, but beyond time the business also supports initiatives with financial support across a range of projects.

For some years we have been operating policies that tie in with the four pillars of CSR and we are constantly reviewing what we do to see if we can achieve greater impact, through volunteering, donations and sponsorship. We know that our people are a greatest resource and we take active steps to improve the quality of the environment within which they work and the support given to help them achieve personal and business success.

We will continue to challenge ourselves to make an even greater impact and encourage others to follow us by the example we set. Actions speak louder than words and whilst we have an excellent track record in this area, we know we can do more.



To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2018/07/CSRA\\_Accredited-Company-Case-Study-CHANDLERGARVEY.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2018/07/CSRA_Accredited-Company-Case-Study-CHANDLERGARVEY.pdf)



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**CLARITY**  
**COPIERS**  
HIGH WYCOMBE

## Clarity Copiers (High Wycombe) Ltd

### ORGANISATION SIZE - Small Business (up to 50 employees)

As part of our CSR policy, as with all company policy, the business demonstrates good governance & full due diligence in reviewing and updating when appropriate. The business diarises; Director Board Meetings, Staff meetings, Departmental meetings, Sales meetings & Marketing meetings at which point all matters relating to this business are raised, documented, discussed, agreed and put into action on a democratic basis. CSR will be continually be reviewed by Clarity Copiers as part of those meetings with a view to introducing more initiatives important to the business in the future.

Clarity Copiers growth strategy has always been marketing lead with annual budgets being allocated to promotion and advertising, areas where it is never easy to quantify results and ROI. In 2017 we decided to adapt our marketing strategy and allocate a percentage of our budgets into supporting four local youth football teams within the Thames Valley area.

Over the years Clarity Copiers has been active in the Thames Valley, with charity and support to the community being varied, sporadic and reactive. In 2011 we decided to identify a single charity that covered our main area of business activity with view to providing regular contributions that would be meaningful on an annualised basis, we decided to focus on supporting the Thames Valley Air Ambulance (TVAA) who to date remain our nominated charity partner.



To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2018/10/CSRA\\_Accredited-Company-Case-Study-CLARITYCOPIERS.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2018/10/CSRA_Accredited-Company-Case-Study-CLARITYCOPIERS.pdf)



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## Cloudy Group

### ORGANISATION SIZE - Small (up to 50 employees)

Cloudy Group puts people first, which is why practices for looking after our people, our customers and our community is at the heart of what we do.

We are a managed service company whose customers (comprising councils, legal firms, and SMEs) know the importance of serving community as well as we do. As such, demonstrating our commitment to our corporate social responsibility has been something we have been doing for a long time, without necessarily having the Corporate Social Responsibility (CSR) name applied or an accreditation to document it as such.

We have a rich history of supporting our local community through various philanthropic “giving” activities and in the last five years have honed this socially responsible action into a more structured programme of work that has embedded these practices into our day-to-day business.

The Cloudy Enterprise Academy is our investment in the future of digital services and young people through school engagement programmes like the “App-Prentice Challenge”. We created this programme to galvanise our business network beyond normal business transactions, and coordinate it with educational partners so that we can share best practices from our specialist areas in order to target our efforts and resources in helping students in greatest need with our expertise in the interests of their future careers in IT and tech.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2020/11/CSRA\\_Accredited-Company-Case-Study-CLOUDY-IT.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2020/11/CSRA_Accredited-Company-Case-Study-CLOUDY-IT.pdf)





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CLPM  
CONSTRUCTION PROJECT CONSULTANCY

## CLPM Ltd

### ORGANISATION SIZE - Small Business (up to 50 employees)

CLPM Ltd is a Construction Cost and Project Management consultancy with 20 employees. We work in a support capacity with people who are building or renovating their homes. We offer help with various areas through the life of the build or renovation. It is imperative we are seen as a trustworthy firm to work with and for. We advocate clear and honest communication with all our stakeholders. It is important our vision of caring for our clients, colleagues and community is evident in both our daily actions but also documented and illustrated.

CSR is important to CLPM so we can demonstrate that social responsibility and care for our staff, clients and our community is as important as the business profits. And we hope, attracts like-minded individuals to work with and for us.

Independence in our working relationships and transparency of our policies is a commitment we make to all our stakeholders, and our staff are encouraged to engage with us in this vision and help with best practice in all areas of our business and our responsibilities to the local and global community.



To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2020/08/CSRA\\_Accredited-Company-Case-Study-CLPM-Silver.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2020/08/CSRA_Accredited-Company-Case-Study-CLPM-Silver.pdf)



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## Connect Charity

### ORGANISATION SIZE - Sole Trader (1-2 employees)

Connect Charity was established as a brand to develop a business that delivers responsible and purpose led professional solutions to charities and small businesses. Originally it started as a part-time venture around other commitments but it soon became clear that working with a number of organisations which faced similar challenges was interesting as well as rewarding and we knew we were making a positive difference.

Connect Charity deliver bespoke solutions into charities who have challenges with strategic planning, fundraising, marketing and team building and leadership. We work with Associates in some areas as we firmly believe that delivering the best possible solutions with the right expertise ensures that the outcomes are effective and bring positive results.

We also aim to support SME's to deliver socially responsible business through CSR accreditation and ethical and value driven business solutions. This is an area of business that we are keen to expand and through the CSR Angel scheme we hope to bring more businesses together to deliver socially responsible business solutions.

We believe that by bringing these two areas together we can deliver a 'circle of good' with positive outcomes for all stakeholders. The process of bringing together the two types of organisations means that they both benefit through sustainable support, improved business outcomes and impact that can be measured. We also hope that everyone enjoys being part of a team that has a great culture and supports the communities around them. The world is getting smaller!

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/01/CSRA\\_Accredited-Company-Case-Study-CONNECT-CHARITY.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/01/CSRA_Accredited-Company-Case-Study-CONNECT-CHARITY.pdf)





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## D2E International VT Consultants Ltd

### ORGANISATION SIZE - Small Business (up to 50 employees)

D2E provide lift, escalator and façade access consultancy with three core values; quality, safety and ethics. Our values perfectly intertwine with the 4 Pillars of CSR. Protecting the environment is paramount in all areas of work; issuing specifications where parts used in manufacture must be recyclable and training and educating employees about environmental issues that may affect their work. Constant training schemes and education platforms are in place, to grow and develop all employees to aid personal and company progression. We help in our community by working alongside a local technical college, offering young students the opportunity and access to engineering seminars and work experience. We also provide financial sponsoring and support to this college, hosting regular fundraising activities to ensure the college is well maintained to provide the highest quality of technical training to the students. At D2E, we understand our role to grow our employees, to maintain the environment around us help the local community in providing opportunities for inspiring children in the Pimlico area.

D2E have a partnership with local engineering foundation, The Sir Simon Milton Foundation and in particular, their Technical College. The Simon Milton Foundation Technical College is an education centre, specialising in science, maths, technology and engineering for 14-19 year olds. They specialise in training their students in such a way that enables them to be ready for the workplace once they leave, focusing on industry used systems and software.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA\\_Accredited-Company-Case-Study-D2E.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA_Accredited-Company-Case-Study-D2E.pdf)





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## DEBRA

### ORGANISATION SIZE - Large (over £2,000,000 turnover)

As a charity, DEBRA is committed to socially responsible practices in all areas of our work where possible. By acting in a socially responsible way we believe we can improve our business functions as well as motivate staff and have a positive impact in the communities where we operate. We recognise that all areas of CSR are important and have therefore split our policy into several sections to ensure that we do not overlook any key areas. By considering all aspects of CSR we believe it will help the charity:

- Gain awareness
- Encourage a wide pool of applicants for vacancies
- Motivate existing staff
- Improve our environmental impact
- Ensure that we act in a socially responsible way in all we do.

As a charity we are mindful of where we can save costs and how to be a responsible member of the communities in which we operate. Our CSR policy is focused around motivating staff, recycling as much of the unsold donations made to our shops as possible and ensuring that the workplace is a pleasant environment for our staff to thrive in. We produce an annual report to showcase the impact our work has to DEBRA members and the difference it makes in the lives of people suffering from EB and the EB community as a whole.

We are committed to CSR throughout the organisation and have been accredited with the Investors in People award as part of our commitment to our staff.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/01/CSRA\\_Accredited-Company-Case-Study-DEBRA.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/01/CSRA_Accredited-Company-Case-Study-DEBRA.pdf)





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**DENSO**

## DENSO Manufacturing UK Ltd

**ORGANISATION SIZE - Large business (251+ employees)**

DENSO Corporation has a global philosophy of “Contributing to a better world by creating value together with a vision for the future”, whose long-term policy is encompassed in the slogan of “Bringing hope for the future of our plant, society and all people”

DENSO Manufacturing UK Ltd has a Corporate Social Responsibility framework with three main strategy pillars: Environmental Conservation, Social Contribution and Valuing Associates.

Through our Environmental Conservation pillar, we have sought to support the protection and regeneration of the environment, for the enjoyment of the local public, and promote and support environmental conservation and appreciation across our workforce the public and local educational establishments.

Through our Valuing Associates pillar we seek to ensure strong company governance, a safe place of work and a development pathway that promotes and engages employees towards maximizing their potential and the recognition and celebration of their achievement.



To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA\\_Accredited-Company-Case-Study-DENSO.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA_Accredited-Company-Case-Study-DENSO.pdf)



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ecobrand



### Ecobrand

#### ORGANISATION SIZE - Sole Trader (1-2 employees)

Good CSR policies drive corporate change. With well-defined objectives and measurable targets, our CSR policy provides the foundation for steps towards running a more sustainable and ethical business.

The process of achieving our CSR policy begins with an assessment of every aspect of our business and its operations.

Our Four Pillars of CSR:

Environmental CSR: focuses on eco-issues such as climate change, energy saving, recycling and travel.

Community based CSR: We endeavor to work with other organisations to improve the quality of life of the people in the local community

HR CSR: projects that improve the well being of our staff

Philanthropic CSR: Support charities through volunteering, donation or sponsorship

For Ecobrand, the overall aim is to achieve a positive impact on society as a whole while maximising the creation of shared value for our business, our employees and our customers.

Where possible we make every effort to record and report our CSR successes, this way we can help the various organisations and causes we support benefit from our marketing visibility.



To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2018/07/CSRA\\_Accredited-Company-Case-Study-ECOBAND.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2018/07/CSRA_Accredited-Company-Case-Study-ECOBAND.pdf)



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## EllisKnight International Recruitment

### ORGANISATION SIZE - Small (up to 50 employees)

EllisKnight International are a Berkshire based recruitment agency, supporting exciting local and national organisations with their talent acquisition strategy and providing our candidates with a hand to hold throughout their career. As a company we pride ourselves on our ability to help others and place tremendous emphasis on environmental sustainability, community support, charitable fundraising and providing our talented team with an environment to flourish within.

Our CSR policy has developed through continual analysis and close engagement with our team, valuing their feedback and implementing exciting initiatives. These include:

- Creating exciting charitable fundraising events to support both local and national causes.
- Sponsorship of local sports teams and educational projects.
- Becoming a proud signatory to the Armed Forces Covenant and being well placed as recruitment leaders to support our Armed Forces Community with exciting new job opportunities.
- Committing to national recycling initiatives.
- Significantly reducing our carbon footprint.
- Providing a premium free recruitment service offering to all UK registered charities.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2020/08/CSRA\\_Accredited-Company-Case-Study-EllisKNight-Gold.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2020/08/CSRA_Accredited-Company-Case-Study-EllisKNight-Gold.pdf)





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## Energy Renewals Limited

### ORGANISATION SIZE - Small Business (up to 50 employees)

Sound and effective CSR Policies and intertwined into our services/ solutions that we promote to our customers in delivering good practice within energy management and sustainability.

Our business is focused on improving and raising awareness to encourage positive actions that bring about contributions towards all aspects of a business's operation regarding environmental, the community, and staff for both short and long term results for business continuity.

CSR policies are central to drive corporate change and we encourage the creation of KPI's and measurable targets, our CSR policy is used as the foundation for steps towards running a more sustainable and efficient business. The process of achieving these improvements start with our 6 step CSR/Energy Management process.

For Energy Renewals the overall aim is to make a positive contribution internally and externally through our customers to bring about energy and environmental improvements without any detrimental effect on their business operation.

Central to our approach is the measurement and reporting of actions to report on CSR success and to use these positive results to promote and encourage improvements to other organisations and individuals.



To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2018/07/CSRA\\_Accredited-Company-Case-Study-ENERGYRENEWALS.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2018/07/CSRA_Accredited-Company-Case-Study-ENERGYRENEWALS.pdf)



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**FastTrack**  
Fit Camp

## FastTrack Fit Camp Limited

### ORGANISATION SIZE - Sole Trader (1-2 employees)

FastTrack Fit Camp is an outdoor group fitness business, trading as a Social Enterprise, focusing on providing an effective health and fitness service to adults across Berkshire whilst supporting local environmental projects.

Our current and ongoing participation towards our CSR goals include, but are not limited to:

- Delivering outdoor fitness sessions in parks and school playgrounds.
- Running a community fitness challenge for the last 100 days of the year.
- Supporting local charities with fund raising events.
- Sponsoring community events.
- Sponsoring a women's netball team.
- Volunteering time to run fitness sessions with local charities.
- Supporting two international B1G1 projects.
- Saving 0.5% of turnover each month for individual member sponsorship efforts.

The work that FastTrack Fit Camp does outside of the remit of outdoor group fitness is varied but remains within the boundaries of protecting our outdoor spaces for the benefit of our members. We believe that when our members are happy and healthy they will be able to do their best work with the projects they feel passionate about.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA\\_Accredited-Company-Case-Study-FASTTRACK-FITCAMP.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA_Accredited-Company-Case-Study-FASTTRACK-FITCAMP.pdf)





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## Flowerland (B E Enterprises Limited)

**ORGANISATION SIZE - Medium business (51 to 250 employees)**

Corporate Social Responsibility policy objective: to thrive in a sustainable and responsible way, in our environment, and in harmony with others. Where economic, we will invest in reduced carbon energies, in recycling and in reducing waste impact. We will try to take decisions that benefit the local community. We would like to fulfil our role as a naturally emerging community hub. We communicate our objectives to staff, and provide training so that we can all be successful. Where information exists, we tell our staff and customers about ethical product sourcing. We support local and national charities. Tangible: We have reduced the cost of our heating, electricity and water. Intangible: Visitors are more inclined to return and patronise our business. Staff are engaged in our environmental and social projects. We measure economic savings of woodchip as heating fuel vs gas. We also measure solar panel electricity produced, and water abstraction vs mains water usage. We have adapted solutions to our own unique locations. Increase the amount of solar electricity generated, and to make that available to visitors. We are happy to share our positive experiences. We love planting local flowerbeds, generating a positive benefit on people and staff.



To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2018/07/CSRA\\_Accredited-Company-Case-Study-FLOWERLAND-1.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2018/07/CSRA_Accredited-Company-Case-Study-FLOWERLAND-1.pdf)



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## Gardner Leader Solicitors

### ORGANISATION SIZE - Medium business (51 to 250 employees)

Intrinsic to our ethos as a firm, supporting the community has always been important to Gardner Leader. Staff at all levels are encouraged to be involved with the CSR Group. As detailed in our CSR Report, we're proud to say that we believe the firm is fairly unique as all staff have a say in which charity Gardner Leader supports annually.

With regular fundraising activities, employees and clients of Gardner Leader have raised in excess of £21,500.00 since 2014.

As well as providing fundraising opportunities, staff offer their time in sharing their knowledge and skills. In addition, we sponsor local community events, and deliver business mentoring opportunities to schools and university students. We are proud that five of our Partners are Trustees for charities at local and national level, with many more employees being personally involved with charity work.

We believe that staff engagement is paramount to our success and something we believe contributes to excellence in client service. We are also proud to offer all employees opportunities to get involved with business improvement. In addition, staff wellbeing is vitally important and we feel that by having an active CSR Group offers opportunities to contribute to our staff's feeling of wellness.

Gardner Leader takes its responsibility to the environment very seriously and is constantly looking at areas for improvement. Encouraging staff to work paperless, where this is not possible, we support recycling and effective waste management.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2018/10/CSRA\\_Accredited-Company-Case-Study-GARDNERLEADER.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2018/10/CSRA_Accredited-Company-Case-Study-GARDNERLEADER.pdf)





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## Garnett Interactive (Embracing Enterprise Ltd)

### ORGANISATION SIZE - Small Business (up to 50 employees)

Established 25 years ago we are passionate about transforming how people perform at work. How? By creating powerful learning programmes using live theatre based training, we engage personnel and transform how they perform at work by creating positive, inclusive workplaces. Our corporate social responsible can be demonstrated across four main pillars.

Firstly, services to clients; The nature of the services we provide across the private, public and voluntary sector are designed to improve workplaces, through greater inclusion, fairness and equality and we believe that this can influence how people behaviour and respect each other in society as well.

Secondly, our processes; we consider that we operate in an ethical and sustainable way mindful of the environmental and social impact of our work. Whilst our operating processes do not have a major impact on the environment we are committed to managing waste and limiting consumption of natural resources wherever possible.

Thirdly, our belief in partnerships with the people we work; we have an open, inclusive culture, actively encouraging personal development and growth, as well as mindful of health and wellbeing. Fourthly, our work in the wider community; through a range of activities, allocation of resources – human and financial, we proactively work with local communities, bringing agendas together with the aim of providing a more cohesive and collaborative platform where local business, education and the wider community can engage.



To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/03/CSRA\\_Accredited-Company-Case-Study-GARNETT.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/03/CSRA_Accredited-Company-Case-Study-GARNETT.pdf)



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## GreenZone Cleaning & Support Services Ltd

**ORGANISATION SIZE - Large business (251+ employees)**

GreenZone are committed to operating a sustainable and ethical business. This commitment is led from top management by all the directors of the company. We follow a detailed Corporate Social Responsibility Policy that outlines the ways we must integrate environmental, ethical, human rights, social and client concerns into our business objectives. We have set ourselves measurable targets we must strive towards in order to be market place leaders in CSR. For example, we are committed to reducing our carbon footprint each year as holders of The Planet Mark.

We display our Company Values poster in English and Spanish at nearly all our sites. These values underpin all we do.

Successfully achieving a CSR Accreditation will be a visible testimony to our employees and clients that we focus on the Four Pillars of CSR and they can trust us to be a fair, charitable and responsible business to work for, or work with.

If we achieve a CSR Accreditation then we look forward to the support we will receive across the three years that will encourage us to continue to monitor and report on our CSR activities ensuring that our commitment remains focussed and progresses forward with new incentives.



To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2018/10/CSRA\\_Accredited-Company-Case-Study-GREENZONE.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2018/10/CSRA_Accredited-Company-Case-Study-GREENZONE.pdf)



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## Investors In Community Limited

### ORGANISATION SIZE - Small Business (up to 50 employees)

IIC is slightly restricted in so far as we occupy a common business centre. The Centre is owned and managed by the local District Council who have formally adopted a Climate Emergency policy and are proactively working to reduce their carbon footprint. Within our controllable office environment, we have low energy lighting, and we have recently upgraded all of our IT to low energy laptops, discarding the older tower-based computers. Radiators are adjusted using the thermostatic controls, to reduce our consumption where possible.

Our energy usage extends to modes and frequency of travel. Car sharing is promoted and the office is on a primary bus route. Frequency of office work is adjusted weekly, and working from home, thereby reducing travel, is encouraged and common place, having taken a decision to move all systems into the cloud to facilitate this. This also provides good practice for disaster recovery.

Purchasing of printers is now reduced, and the single essential printer was selected on power consumption criteria. All appliances, including charger units, are turned off overnight. We have also initiated a wintertime work schedule that closes the office at 4pm, as it gets dark. This further reduces the need for lighting and heating during these times.

Above the very base load needs of the office, it has been determined that additional staff members, as we grow as a business, will only have a small incremental effect on our energy usage. In the common areas of the building, all lighting is operated on movement sensor controls and turn off automatically.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2020/08/CSRA\\_Accredited-Company-Case-Study-IIC-Silver.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2020/08/CSRA_Accredited-Company-Case-Study-IIC-Silver.pdf)





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## Jennifer Clark Consulting

### ORGANISATION SIZE - Sole Trader (1-2 employees)

As a sole trader there is only me, however I do commit to flexible working and a healthy approach to work life balance.

Having worked 28 years in the corporate world of hours ranging from 12 hour shifts days and nights shifts in my first job on the Channel Tunnel, to 5.5 days working 8-6 in Hong Kong and more recently 8-6 five days a week in my last company – I now take a more measured approach to work.

I have set a goal to not work more than 3-4 days per week as I want to spend time with family, follow my own pursuits and concentrate on health and fitness.

In my coaching work – I work flexible both around myself and my clients. For example, I do Skype sessions which reduces transport and associated emissions but also gives flexibility to myself and clients. Several of my clients are between 6-8pm.

As part of my coaching work I get feedback from each client on how the coaching is going both during coaching and at the end of a contract. As the details of clients are confidential I cannot evidence feedback in the appendices but I do have some testimonials on my website.



To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA\\_Accredited-Company-Case-Study-JENNIFER-CLARK.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA_Accredited-Company-Case-Study-JENNIFER-CLARK.pdf)



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## Lindengate

**ORGANISATION SIZE - Small (up to £500,000 turnover)**

Lindengate is an award-winning mental health charity that offers specialised gardening activities to help those with mental health needs in their continuing recovery. Our services, known as Social and Therapeutic Horticulture (STH), are recognised to be beneficial for a wide range of mental health needs including anxiety, depression, loneliness as well as for people with autism, dementia and head injury. Lindengate was established in 2013 and occupied the five-acre site near Wendover, Buckinghamshire in June 2014, opening to service users (whom we refer to as Gardeners) in November 2014.

Over and above our core activities as a mental health charity, we enhance nature, collaborate with local communities, businesses, charities and provide employment for 20 people (full and part time roles).

CSR is in our DNA and the evidence collated here shows our strengths under the four pillars of 1) Environment, 2) Workplace, 3) Community and 4) Philanthropy

The founding members and Trustees have CSR in their values as the key element to support and develop people with mental health challenges, from the site that has been designed and created with conservation at its heart, to the welfare, support and development of its employees, volunteers, local communities and business partners.



To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/01/CSRA\\_Accredited-Company-Case-Study-LINDENGATE.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/01/CSRA_Accredited-Company-Case-Study-LINDENGATE.pdf)



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## MAXX Design Limited

### ORGANISATION SIZE - Small Business (up to 50 employees)

Good CSR has been at the cornerstone of our business since it was established in 1995. We aimed to build a business that was built on integrity and ethics and wherever possible to follow business practices that supported these principles. Although policies and practices have evolved over the years, we remain true to our goals and have our business mantra printed onto our walls as a permanent reminder: be creative, be honest, be bold, be happy, be MAXX.

**Environmental CSR:** We endeavour to minimise our negative impact on the environment through energy saving, recycling and encouraging positive practices in our supply chain

**Community-based CSR:** We partner with community initiatives, education and the Arts to enrich, support and learn from our local community

**Workplace CSR:** We support diversity and inclusion and aim to further the well-being and personal growth of all our team members

**Philanthropic CSR:** We offer reduced rates and/or help in kind for charities and not-for-profit organisations

At MAXX we aim to create a positive working environment for our staff and wherever possible to give back and learn from our community partners. Integrity is at the heart of our business ethos. At all times we aim to treat customers, staff, suppliers, partners and the environment with dignity, honesty, and respect. This is written into our Aims and Values (within "All You Need to Know about Working with MAXX") accessible by staff at all times.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/01/CSRA\\_Accredited-Company-Case-Study-MAXX-DESIGN.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/01/CSRA_Accredited-Company-Case-Study-MAXX-DESIGN.pdf)



WASTE & WATER  
MANAGEMENT



ENERGY  
USAGE REDUCTION



COMMUNITY &  
CHARITABLE ENGAGEMENT



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## MirrorWeb Limited

### ORGANISATION SIZE - Small Business (up to 50 employees)

We are a small tech startup based in Manchester city center.

Only having been properly established with a team for a few years we are still putting different measures of CRS in place. However, we have already made a significant impact on our reduction of natural resources which will be covered in this application.

Our aim is to create an institutional culture that embeds sustainability into policy and systems across our company.

Our office has a “green policy” that aims to reduce our environmental impact in terms of energy usage, use of physical resources such as paper, and pollution and waste. All staff are on board with this and comply with all procedure in place to ensure we stick to the elements of this policy.

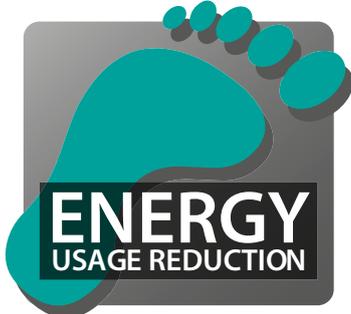
We believe that our staff are our greatest asset. We have tried to create a safe working environment which encourages creativity, positivity and excellent working conditions.

The main supporting document to this application is our staff handbook which shows all company policies which support the 4 pillars of CSR.

This application covers there main areas where we have successfully implemented CSR, we have elements that cover all 4 pillars. However, As we grow we aim to cover some of the areas where we may not have as much coverage in.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2020/08/CSRA\\_Accredited-Company-Case-Study-MirrorWeb-Silver.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2020/08/CSRA_Accredited-Company-Case-Study-MirrorWeb-Silver.pdf)





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## Morgan Sindall Property Services Ltd

**ORGANISATION SIZE - Large business (251+ employees)**

CSR for Morgan Sindall Property Services is an integral part of our business, and sits across all of our operational work streams. It is of huge strategic importance to us, and an area we are committed to growing and continuing to invest in. MSPS' Responsible Business approach aligns to the Morgan Sindall Group 5 Total Commitments:

- 1) Protecting People
- 2) Developing People
- 3) Enhancing Communities
- 4) Improving the Environment
- 5) Working together with our supply chain

As such we have a Corporate Social Responsibility Strategy and a team in place led by The CSR Director who is representative at Executive Leadership Team Level, supported by CSR Managers and Social Value Coordinators, underpinned by a wider network of CSR champions.

The CSR report is the first annual report we have produced as a business and summarized our approach, and key achievements over the last period. This is supplemented by the Good Governance Charter which outlines the business commitment to delivering social value.

We are also updating our approach to the environment. We are part of an environmentally ambitious group of businesses and as such our new approach will take in issues around climate risk, electric vehicles, renewable energy and sustainable innovation. We have recently hired a specific environmental and sustainability manager and a review of our activities recently took place.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA\\_Accredited-Company-Case-Study-MORGAN-SINDALL.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA_Accredited-Company-Case-Study-MORGAN-SINDALL.pdf)



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## N2O Limited

**ORGANISATION SIZE - Medium business (51 to 250 employees)**

N2O has always placed a high priority on charity, sustainability and employee wellbeing, but we had never brought all our activity together into a formalised strategy. After reviewing and documenting our initiatives under the four pillars of CSR, we are delighted at how much we have achieved, particularly in the last 4 years.

In brief, we have introduced power-saving and waste-minimising initiatives to our Head Office; eliminated 3 single-use plastics to join 'Plastic Free Maidenhead'; taken full advantage of our business park's recycling systems (and engaged our own provider to fill any gaps); enhanced our wellbeing-related employee benefits, support and education; introduced apprenticeships, internships and internal secondments to promote career progression; visited local schools to give career insight; and supported the Windsor Homeless Project, Alexander Devine Children's Hospice Service and Wexham Park Hospital with donations of cash and goods.

Our focus for 2020 is a strategic framework for our CSR initiatives. Launching in January, N2O's 'Real Steps to Sustainability' is a programme of work that will deliver a comprehensive CSR policy and action plan. Starting with our Head Office operations, we will quickly broaden the programme to include our satellite offices, logistics and warehouse department, and ultimately the events and campaigns we run for our clients.



**WASTE & WATER  
MANAGEMENT**



**STAFF SUPPORT  
& ASSESMENT**



**COMMUNITY &  
CHARITALE ENGAGEMENT**

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2020/08/CSRA\\_Accredited-Company-Case-Study-N2O-Silver.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2020/08/CSRA_Accredited-Company-Case-Study-N2O-Silver.pdf)



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## Northumbria Healthcare NHS Foundation Trust

**ORGANISATION SIZE - Large/Corporate (1001+ )**

Northumbria Healthcare NHS Foundation Trust is a top performing 'outstanding' rated healthcare provider, serving one of the largest geographical areas of any NHS Trust in England. We are focused on delivering the best possible care with the best health outcomes to its local population, being responsive to the needs of the local community, developing strong relationships across public, private and the voluntary sector, supporting local communities and supporting staff to achieve their personal goals.

As well as providing vital healthcare services to the communities we serve, we are committed to wider social responsibilities as a major organization. We employ over 11,000 people, many of whom live in the local communities served by its hospitals, community and social care services. Their development is at the heart of the Trust's success and, is why we invest heavily in nurturing and empowering staff to set the quality standards within the organisation. All who work in the Trust, whatever their role, strive for excellence in all that they do and believe that the focus of the organisation is on providing safe, caring, high quality health care to the local population.

We are also committed to being a sustainable provider and making best use of resources and maximizing our positive impact, now and in future, across our organization.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2020/11/CSRA\\_Accredited-Company-Case-Study-NORTHUMBRIA-NHS.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2020/11/CSRA_Accredited-Company-Case-Study-NORTHUMBRIA-NHS.pdf)



**WASTE & WATER  
MANAGEMENT**



**ENERGY  
USAGE REDUCTION**



**STAFF SUPPORT  
& ASSESMENT**



**COMMUNITY &  
CHARITALE ENGAGEMENT**

33

As a location of Northumbria Healthcare NHS Foundation Trust  
Alnwick Infirmary is an Accredited Member



This is to certify that

**ALNWICK INFIRMARY**

Has achieved a Gold CSR Accreditation

Accreditation Date

3 0 / 0 9 / 2 0

Signature

CSRA Director

Achieving the CSR Accreditation is a visible testimony of your excellence in CSR. The Accreditation shows you have integrated CSR initiatives throughout your business operations and engaged in business practices that directly affect your local community and environment.

[www.csr-accreditation.co.uk](http://www.csr-accreditation.co.uk)

As a location of Northumbria Healthcare NHS Foundation Trust  
Berwick Infirmary is an Accredited Member



This is to certify that

**BERWICK INFIRMARY**

Has achieved a Gold CSR Accreditation

Accreditation Date

3 0 / 0 9 / 2 0

Signature

CSRA Director

Achieving the CSR Accreditation is a visible testimony of your excellence in CSR. The Accreditation shows you have integrated CSR initiatives throughout your business operations and engaged in business practices that directly affect your local community and environment.

[www.csr-accreditation.co.uk](http://www.csr-accreditation.co.uk)

# 35

As a location of Northumbria Healthcare NHS Foundation Trust  
Blyth Community Hospital is an Accredited Member



This is to certify that

**BLYTH COMMUNITY HOSPITAL**

Has achieved a Gold CSR Accreditation

Accreditation Date

3 0 / 0 9 / 2 0

Signature

CSRA Director

Achieving the CSR Accreditation is a visible testimony of your excellence in CSR. The Accreditation shows you have integrated CSR initiatives throughout your business operations and engaged in business practices that directly affect your local community and environment.

[www.csr-accreditation.co.uk](http://www.csr-accreditation.co.uk)

# 36

As a location of Northumbria Healthcare NHS Foundation Trust  
Haltwhistle War Memorial Hospital is an Accredited Member



This is to certify that

**HALTWHISTLE WAR MEMORIAL HOSPITAL**

Has achieved a Gold CSR Accreditation

Accreditation Date

3 0 / 0 9 / 2 0

Signature

CSRA Director

Achieving the CSR Accreditation is a visible testimony of your excellence in CSR. The Accreditation shows you have integrated CSR initiatives throughout your business operations and engaged in business practices that directly affect your local community and environment.

[www.csr-accreditation.co.uk](http://www.csr-accreditation.co.uk)



# 38

As a location of Northumbria Healthcare NHS Foundation Trust  
North Tyneside General Hospital is an Accredited Member



This is to certify that

**NORTH TYNESIDE GENERAL HOSPITAL**

Has achieved a Gold CSR Accreditation

Accreditation Date

3 0 / 0 9 / 2 0

Signature

CSRA Director

Achieving the CSR Accreditation is a visible testimony of your excellence in CSR. The Accreditation shows you have integrated CSR initiatives throughout your business operations and engaged in business practices that directly affect your local community and environment.

[www.csr-accreditation.co.uk](http://www.csr-accreditation.co.uk)

As a location of Northumbria Healthcare NHS Foundation Trust  
Northumbria House Cobalt Business Park  
is an Accredited Member



This is to certify that

**NORTHUMBRIA HOUSE, COBALT BUSINESS PARK**

Has achieved a Gold CSR Accreditation

Accreditation Date

3 0 / 0 9 / 2 0

Signature

CSRA Director

Achieving the CSR Accreditation is a visible testimony of your excellence in CSR. The Accreditation shows you have integrated CSR initiatives throughout your business operations and engaged in business practices that directly affect your local community and environment.

[www.csr-accreditation.co.uk](http://www.csr-accreditation.co.uk)



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As a location of Northumbria Healthcare NHS Foundation Trust  
Rothbury Community Hospital is an Accredited Member



This is to certify that

**ROTHBURY COMMUNITY HOSPITAL**

Has achieved a Gold CSR Accreditation

Accreditation Date

3 0 / 0 9 / 2 0

Signature

CSRA Director

Achieving the CSR Accreditation is a visible testimony of your excellence in CSR. The Accreditation shows you have integrated CSR initiatives throughout your business operations and engaged in business practices that directly affect your local community and environment.

[www.csr-accreditation.co.uk](http://www.csr-accreditation.co.uk)

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As a location of Northumbria Healthcare NHS Foundation Trust  
Wansbeck General Hospital is an Accredited Member



This is to certify that

**WANSBECK GENERAL HOSPITAL**

Has achieved a Gold CSR Accreditation

Accreditation Date

3 0 / 0 9 / 2 0

Signature

CSRA Director

Achieving the CSR Accreditation is a visible testimony of your excellence in CSR. The Accreditation shows you have integrated CSR initiatives throughout your business operations and engaged in business practices that directly affect your local community and environment.

[www.csr-accreditation.co.uk](http://www.csr-accreditation.co.uk)



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## Proelectric

### ORGANISATION SIZE - Small (up to 50 employees)

Proelectric is the market leading supplier of solar and battery-powered lighting and power to the construction and infrastructure industry in the UK. Silent and clean, its products are providing a viable alternative to diesel-powered generators. The company has built an exciting range of technologies that is disrupting the market from the more traditional solutions. For more information refer also to [www.proelectric.co.uk](http://www.proelectric.co.uk).

The business employs 23 full time employees and 2 Part time, most of which operate from our Hither green head office, unless home workers or remote sales managers. Last reported accounts to March 31st 2020 showed a turnover of £4.7million with EBITDA of £1.3 million. Current year forecast shows a target revenue of £6.7million with £2.3M EBITDA. Principal shareholders are Chris Williams MD (47%), Gregg Poulter FD, (21%) and Mike Martin, no involvement in the business (21%) plus minorities.

### Global backdrop

The transition from fossil fuels to renewable energies will affect every industry, in every marketplace, right across the world. The pace of that transition is speeding up, driven by government legislation and customer demands - both of which need to be seen to be encouraging low or carbon neutral solutions.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2020/08/CSRA\\_Accredited-Company-Case-Study-Proelectric-Gold.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2020/08/CSRA_Accredited-Company-Case-Study-Proelectric-Gold.pdf)



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## Q1care Ltd

### ORGANISATION SIZE - Small Business (up to 50 employees)

As a care company, Q1Care Ltd is committed to Social Responsibility practices in all areas of the business where possible. The company is making an enormous effort to strengthen existing policies, create new policies and support the general attitude toward social responsibility already seen within the company; from the Managing Director down to the care staff. We aim to be honest and transparent in all meaningful interactions to make a positive impact on clients, their loved ones, staff and the wider community. We are also committed to installing policies which will reduce any negative impact on the environment.

Environmental CSR: Our policies will focus on issues such as reducing our carbon footprint through efficient travel planning, recycling, waste management and energy saving.

Workplace CSR: We will focus on providing the best possible support to our carers so they may provide the best possible care to our clients. Our goal is to focus on internal programs to improve our client relationships, employee engagement and overall standard of care.

Outward CSR: The creation of the Care Hub is Q1Care's commitment to both Community and Philanthropic CSR. The Hub is a central place where people of the community can come to get assistance with anything related to caring for the elderly or vulnerable in the community. We support several charities through sponsorships and fundraising events. We also support carers, both professional and voluntary and not necessarily those professional carers employed by Q1Care.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA\\_Accredited-Company-Case-Study-Q1CARE.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA_Accredited-Company-Case-Study-Q1CARE.pdf)





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## Regulatory Finance Solutions Ltd

### ORGANISATION SIZE - Small Business (up to 50 employees)

As a small, local employer, we recognise the impact that our actions have on our employees, neighbours, the local community, and the wider environment.

2019 has seen CSR pushed to the top of the company's agenda, with updates listed at every board meeting, an accountable director and the 'Happy Green Group' monthly meetings to ensure we are doing the best we can for the environment, our employees, our community, our clients and our supply chain.

Our CSR application is based on our values. The changes we have made to date have had a huge, positive effect on everyone close to us. Some changes have been small, such as turning lights off when rooms are empty, changing to recycled paper for the printers and setting maximum printing targets. Others are larger and include Board approval for 1.5 days volunteering per year, making provision for more natural light within the office and recycling nearly all our office waste.

The highlight of the fundraising calendar this year is the 'Three Peaks Challenge' – a gruelling 23-mile hike with a total ascent of 3,064 metres, completed within 24 hours and raising money for our chosen charity of the year. The most obvious effect of our CSR efforts (excluding the increasing fitness of the walkers) is in the morale of staff. Changes have been embraced and people focus on where further improvements can be made. We intend to maintain the momentum and be a leader within both our business sector and local community.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA\\_Accredited-Company-Case-Study-REGULATORY-FINANCE-SOLUTIONS.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA_Accredited-Company-Case-Study-REGULATORY-FINANCE-SOLUTIONS.pdf)



WASTE & WATER  
MANAGEMENT



ENERGY  
USAGE REDUCTION



COMMUNITY &  
CHARITABLE ENGAGEMENT



46



## Robert Woodhead Ltd

**ORGANISATION SIZE - Medium business (51 to 250 employees)**

Corporate Social Responsibility is at the heart of everything we do. The vast majority of our turnover is from local authority customers which means we have absolutely emended corporate social responsibility (CSR) in all our operations.

The Public Services Social Value Act 2012 was introduced to transform the way money is spent on local public services. Public bodies must consider how new work and services could improve the social, economic and environmental outcomes for the local community in which they are being delivered.

We have our own Corporate Social Responsibility policy which is regularly reviewed and have adopted a 'Themes' 'Outcomes' and 'Measures' (TOMs) approach to planning and delivering Corporate Social Responsibility to ensure economic, environmental and social commitments are achieved, whilst delivering value for money.

To drive performance and nationally benchmark our success we became Partners of the Considerate Constructors Scheme (CCS) which was set up to improve the image of construction.

We have a dedicated member of staff employed to deliver CSR across our operations. Matt Bust is responsible for the delivery of our CSR Policy which is in line with the Social Value Act (2012) he is the companies CCS Champion.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA\\_Accredited-Company-Case-Study-ROBERT-WOODHEAD.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA_Accredited-Company-Case-Study-ROBERT-WOODHEAD.pdf)



**WASTE & WATER  
MANAGEMENT**



**ENERGY  
USAGE REDUCTION**



**STAFF SUPPORT  
& ASSESMENT**



**COMMUNITY &  
CHARITALE ENGAGEMENT**

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## Ryall Marketing

### ORGANISATION SIZE - Sole Trader (1-2 employees)

Ryall Marketing's CSR approach is strongly driven by the directors' (Nicola and Angus) belief in supporting the local community and environment. CSR initiatives are integrated throughout each aspect of the company's work, helping us to further sustain the local area through contribution toward local businesses, schools, and charities, as well as our own workers and the environment in which they live.

By maintaining a company ethos which looks after our surroundings, Ryall Marketing achieves the essential balance between acting responsibly whilst providing high value to our local clients. This creates a healthy work environment which continually supports our staff whilst simultaneously connecting us with the surrounding community. Our positive social contributions are achieved across four main areas:

Community – free support and guidance to local institutions; social advertisement of local initiatives; volunteered investment of time and effort; local commitment;

Environment – recyclable supply chain; reduced use of energy and waste; increased use of natural resources; water saving; high air quality; vegan products;

Philanthropy – charitable support and donations; volunteering of services and time; hospice sponsorship; and

Workplace – occupational health advice; youth personal development; flexible work; training and apprenticeships; equality and diversity policy.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2020/08/CSRA\\_Accredited-Company-Case-Study-Ryall-Marketing-Gold.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2020/08/CSRA_Accredited-Company-Case-Study-Ryall-Marketing-Gold.pdf)



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## Seymour Taylor

### ORGANISATION SIZE - Small Business (up to 50 employees)

Corporate Social Responsibility is important to Seymour Taylor as we see it as a way that we can positively contribute to our society. There are many different strands to CSR and we recognise that each of the different areas are important. CSR is growing in importance to businesses and we know that our staff and clients will be looking at what we do to make a positive difference for this reason it needs to be a part of our strategic growth plans now and in the future. Seymour Taylor has sponsored charities and done honorary work for a number of charities as well as supported local sporting teams for many years. We have been an active part of the Buckinghamshire community since we began in 1917. More recently we have been looking at the impact of what we do in the environmental areas and how we can positively improve what we do today. We recognise that by being committed to CSR will bring the following benefits to our business;

- Enhance our business reputation
- Operational cost savings and efficiencies from potential energy savings
- Attract and retain talented staff members within our business
- Increased client business and loyalty
- Create more brand recognition

Seymour Taylor has been a part of High Wycombe for over 100 years and it's important to us that we give something back to the community we are a part of.

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2018/07/CSRA\\_Accredited-Company-Case-Study-SEYMOURTAYLOR.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2018/07/CSRA_Accredited-Company-Case-Study-SEYMOURTAYLOR.pdf)





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## Sharp-aX Computer Systems Ltd

**ORGANISATION SIZE - Small Business (up to 50 employees)**

Sharp-aX Computer Systems Limited is aiming to adopt a policy of Corporate Social Responsibility to formalise existing processes and practices. As a software development company much of what we produce is intangible and have therefore chosen to focus primarily on internal behaviours and how we interact with those around us, rather than looking to ensure that our product has a positive social impact.

To this end we have focused on our environmental impact - electricity use, waste products, and customer trips and what we can do for our local community via - food donations, offering IT support to local charitable organisations and what we can achieve for our staff in a health initiative & flexible working etc.



To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA\\_Accredited-Company-Case-Study-SHARP-AX-COMPUTER-SYSTEMS.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA_Accredited-Company-Case-Study-SHARP-AX-COMPUTER-SYSTEMS.pdf)



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## Shirley Parsons Ltd

### ORGANISATION SIZE - Small Business (up to 50 employees)

The Shirley Parsons head office occupies the 4th floor of a four-storey modern building in Aylesbury, Buckinghamshire. It is managed by a third-party facilities management company and some information for this submission has been provided by them.

Shirley Parsons Ltd, as part of the Identify Group, have a CSR Policy, HR-POL 028 version 3, last updated 8 October 2018 (see Appendix 1). The purpose of this Policy is to set out the values of the Identify Group and member companies (the Group) in relation to corporate social responsibility.

Corporate Social Responsibility (CSR) is about how companies conduct their business in an ethical way, taking account of their impact economically, socially, environmentally and in terms of human rights. CSR includes social partners such as local communities, and global responsibilities such as protecting the environment and ensuring good labour standards in overseas suppliers.

The Group is committed to engaging in ethical business transactions with all clients, suppliers, candidates and employees that create mutual benefit. The fundamental values upon which all activities within the Group will operate are:

- Communication
- Partnership
- Quality
- Expert

To read the complete Accreditation application please click this link

[https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA\\_Accredited-Company-Case-Study-SHIRLEY-PARSONS.pdf](https://csr-accreditation.co.uk/wp-content/uploads/2019/12/CSRA_Accredited-Company-Case-Study-SHIRLEY-PARSONS.pdf)



For further information please contact the team  
97 Cock Lane, High Wycombe, Bucks HP13 7DZ  
Email - [info@csr-accreditation.co.uk](mailto:info@csr-accreditation.co.uk)  
Call - 01494 444494 or 07831 857332  
Web - [www.csr-accreditation.co.uk](http://www.csr-accreditation.co.uk)

