

CORPORATE SOCIAL RESPONSIBILITY STATEMENT

Definition

Corporate Social Responsibility (CSR) activities are those that organisations voluntarily carry out to mitigate the negative impacts and maximise the positive difference that they have on social, economic and environmental issues. CSR represents a commitment to maintaining socially responsible behaviour in an organisation through workplace, market place, environment and community.

Objective

Beanstalk HR aims to sustain a business that is successful, and trusted for its ethical standing by our stakeholders. These include customers, clients, clients' employees & workers, suppliers and the community. We actively seek to contribute to good work and a better society. As part of our People and Organisational Development Services we also aim to drive success of our clients' CSR activities in the workplace.

United Nations Sustainable Development Goals

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs). They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests. <https://sdgs.un.org/goals>

Beanstalk HR are committed to reflecting these goals in our work, with specific regard to:

- 1) End poverty in all its forms everywhere.
- 3) Ensure healthy lives and promote well-being for all at all ages.
- 4) Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.
- 5) Achieve gender equality and empower all women and girls.
- 8) Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.
- 16) Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

Policy

We believe that the way we run our business can and should make a positive difference in these areas and we aim to ensure that continued efforts are made to achieve these goals:



Environment

With regard to the business' impact upon the environment, we are committed to:

- Prevention of waste through reduction of consumption, reuse and recycling.
- Responsible disposal of all waste, prioritising recycling where possible.
- Choosing sustainable suppliers for energy and other consumables.
- Ensuring that at our premises, including domestic premises used for business purposes, water and energy is conserved and used responsibly.
- Reducing unnecessary travel through use of alternatives, for example on-line meetings.
- Reducing the impact of travel by travelling out of peak times where possible and on public transport where practicable.

With regard to our clients' impact upon the environment, we are committed to working in partnership to create company cultures that promote and reward sustainable behaviours.

Charitable and Community Work

Beanstalk HR is keen to support and become involved in community initiatives and charitable work. We do this in the form of sponsorship and donations, and contributions of voluntary work, to charities and organisations which align with our CSR goals, with particular regard to equality, inclusion, good work, education, wellbeing and eradication of poverty.

Business partnerships

We will strive to engage with local suppliers and businesses where possible to meet the business' needs, in order to support businesses within our area and decrease our carbon footprint.

In respect of our CSR goals, we expect no lesser standards from our suppliers and business partners.

Through our work with our clients, their organisations and their employees and other stakeholders, we will promote:

Good Work, and Fair Pay and Reward

- Overcoming labour market challenges through provision of good work and fair pay and reward.
- Equal pay and reward for work of equal value.
- Access to resources and benefits that create equity for employees.
- Work designed to deliver employee wellbeing, engagement and development.
- Prevention and awareness raising of all forms of forced labour and modern slavery.

Health and Well Being

- Prevention of harm to physical, emotional, mental, and social wellbeing by adoption of appropriate policies, procedures, education and channels for raising issues.
- Work designed to deliver physical, emotional, mental, and social wellbeing.
- Raising awareness of the CIPD domains of wellbeing (health, work, values/principles, collective/social, personal growth) and how to apply these in the workplace.
- Support for individuals experiencing ill health or external factors impacting on wellbeing.



- Policies, procedures and resources to enable equitable wellbeing for women, disabled people and minorities.

Equality, Equity, Diversity and Inclusion

- Awareness of, training in, and compliance with the Equality Act 2010 to ensure that unlawful discrimination of those with protected characteristics does not happen.
- Promotion of the principles of equity and inclusion, regardless of lawful protected status.
- Improving business outcomes through diversity management strategies.
- Enabling women's, disabled peoples' and minorities' full and effective participation in work and equal opportunities in leadership.
- Recognising the societal value of unpaid care and domestic work through policies and practices that promote shared responsibility, and promote equity for those who take on the burden of these responsibilities.

Inclusive Lifelong Learning

- Recognising the importance of education in our community and supporting the future labour force through outreach initiatives.
- Encouraging workers to take up training by providing workplace support and flexibility and accessing funding.
- Increasing the numbers of the working population who have relevant skills, including literacy, numeracy, technical and vocational skills, through equitable training and development opportunities.

Justice and Accountability

- Promotion of the rule of law and ensuring equal access to justice for all.
- Involvement of employees through participatory and representative decision making.
- Information and education for employees on policies and procedures and changes that affect their employment.
- Creation of cultures of accountability through appropriate governance.

Ongoing commitment

We are fully committed to the principle of CSR and aim to ensure that no relevant policy decisions are made within the business, without first evaluating the potential CSR impact.



Yvette Whitwam

Director of People and Organisational Development

BEANSTALKHRLTD

<https://beanstalkhr.com/>  

t. 07795278853

e. yvette.whitwam@beanstalkhr.com

