

ALTEREGO CONSULTANCY – CORPORATE SOCIAL RESPONSIBILITY POLICY 2016

Alterego Consultancy as a leading supplier of property and asset maintenance services is committed to a continuous improvement approach to CSR in the areas of:

- Health & Safety – providing a healthy and safe workplace
- Workplace – considering our employees welfare and providing opportunities for professional & personal development
- Marketplace – developing long term relationships with our customers and supply chain
- Environment – being aware of our environmental impact and on sustainability
- Community – interacting with the communities in which we operate

Commitment

Alterego Consultancy ensures that CSR is included in all aspects of its day to day operations, policies, procedures and practices while striving to achieve the Alterego Consultancy vision “to provide a service which exceeds our customers’ expectations whilst providing an opportunity for our employees to fulfil their potential”. Alterego Consultancy is committed to dealing fairly with all our stakeholders. These include our customers, employees, shareholders, suppliers, the community and the environment.

Responsibility

The Managing Director assumes ultimate responsibility for CSR supported by specialists such as the Health, Safety & Environment Manager, and local Branch Directors/Managers. This allows community based programmes & initiatives to be managed locally where most impact can be achieved.

Business Ethics

Alterego Consultancy realises that it is essential to have values and principles which guide the business and its employees and maintains the trust and confidence of those dealing with us. We will maintain the highest standards of openness, honesty and trust in all our activities.

Corporate Social Responsibility Principles

We recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. They include customers, employees, shareholders, suppliers, the community and the environment. We shall strive to improve our performance in the following areas:

Health & Safety

The need to develop a strong Health and Safety culture within all our operational activities is of prime importance to Alterego Consultancy. The involvement and participation of all our employees in seeking to improve our health and safety performance is encouraged throughout the Group’s operations.

Responsibility for Health & Safety rests with the Managing Director supported by the Group's Health, Safety & Environment Manager.

Workplace

We recognise that our employees are our most valuable asset. We have clearly defined HR procedures which ensure that all employees are treated fairly and with respect. Through training and development programmes we provide opportunities for our employees to develop and fulfil their potential.

Environment

The Group understands that its activities affect the environment and the communities in which we operate. We believe that we have a responsibility to identify and manage these impacts as effectively as possible. We are committed to continually improving our environmental performance and moving towards best practices in corporate sustainability. Initiatives are in place to reduce energy consumption, recycle waste materials and to use environmentally friendly and sustainable materials.

Community

Alterego Consultancy makes a significant contribution to the various communities in which it operates. This contribution is demonstrated by numerous initiatives including: volunteering, in kind donations, and sponsorships. We have developed strong ties with local schools and colleges, which enables us to work with the local education providers to offer 'Taster Days' for their students to work in the construction industry.

We have offered opportunities to participate in our apprentice training programme to residents of a number of our Social Housing customers. We support various local, national and international charities. Alterego Consultancy collates evidence of its corporate social responsibility related activities through the year and regular CSR reports are provided to the Board to demonstrate our activities to date.

Signed:



Date: 4 April 2016

Derek A Bolton (Managing Director)