

CSR Scientific Training Limited – Social Value Statement

Our Commitment to Social Values

At CSR Scientific Training Ltd, we believe in making a positive impact not only within our industry but also within our community and the environment. Our commitment to social values is reflected in the diverse and sustainable practices we implement, ensuring a better future for all stakeholders.

People and Employment

We are dedicated to fostering a vibrant and inclusive workplace by:

- Employing locally to support our national economy and community development.
- Flexible Working Arrangements: We offer flexible working patterns, including the option to work from home (WFH), allowing our employees to balance their personal and professional lives effectively.
- Future Skills Development: As members of the 5% Club, we are committed to the investment in the next generation, aspiring to onboard more apprentices in the near future to maintain our pledge.
- Educational Support: Our laptop loan scheme aids learners in accessing necessary technology, empowering them through digital inclusion.
- Community Engagement: Through partnerships with the Strategic Board for Scientific Apprenticeships, we actively promote science apprenticeship opportunities, aiming to inspire a new generation of scientific thinkers.
- Inclusivity and Diversity: Our Inclusivity Team ensures that equality, diversity and inclusivity are at the heart of our workforce and teaching culture, continuously monitoring and promoting these essential values.
- Apprenticeship Programmes: We deliver apprenticeships that are specifically designed to increase employment opportunities for youth and to help upskill the existing workforce.
- Apprentice Enrichment Activities work to build a community within the student body encouraging them to get involved in STEM projects and outreach, participation in competitions, STEM ambassadorship, live webinars with a focus on STEM – inviting current and CSR alumni to talk about progression and STEM contribution throughout their career.

Sustainability and Community

We strive to reduce our environmental footprint and enrich our communities by:

- Minimising Travel Impact: By prioritising WFH policies and leveraging online delivery methods for our services, we significantly reduce the necessity for daily commutes and business travel. This shift not only conserves energy but also reduces greenhouse gas emissions, contributing to a cleaner environment.
- Recycling Technology: We actively engage in technology recycling, repurposing electronic equipment that is no longer in use. This initiative not only prevents hazardous waste from entering landfills but also supports the circular economy, extending the life cycle of valuable materials.
- Supporting Environmental Causes: Our technology recycling efforts include partnerships with charities like the children's air ambulance service, providing them with crucial funding from

the proceeds of recycled goods. This dual-purpose approach underscores our commitment to environmental sustainability and community support.

- **Promoting Community Awareness:** We encourage our learners and stakeholders to adopt a community approach in their professional and personal lives. Through the annual CSR Community Awards we recognise those that contribute to making their communities a better place.
- **Green Procurement:** Whenever possible, we procure goods and services that are eco-friendly, supporting suppliers who adhere to sustainable practices. This commitment extends through our supply chain, enhancing our overall environmental performance.

Wellbeing Benefits

Recognising the importance of mental and physical health, we offer:

- **Wellbeing Program Membership:** Our staff have access to Pirkx, a comprehensive wellbeing program that supports an array of health and lifestyle benefits.
- **Mental Health Support:** We provide Mental Health First Aid training to our staff, ensuring that we are prepared to support each other's mental health needs.
- **Learner Assistance:** Our Wellbeing Team is dedicated to supporting learners who require additional help, ensuring that everyone has the resources they need to succeed.

By integrating these principles into our daily operations, CSR Scientific Training Ltd enriches our community and environment, creating a sustainable future for all.