



## Corporate Social Responsibility

Bailie Group, led by its Board of Directors 'the Board' is committed to acting ethically and with integrity in all our business dealings and relationships considering our social, economic, environmental impact, and human rights. We are also committed to continual improvement in environmental and social sustainability, ensuring that we understand and address the needs of our stakeholders. The Board ensures that the necessary policy and processes exist to promote good practice. Anti-Slavery, sustainability and Information Security policies are well defined and implemented within the Group.

Bailie Group supports the UN Sustainable Development Goals which are at the heart of the 2030 Agenda for Sustainable Development adopted by all United Nations Member States. See here for more information: <https://sdgs.un.org/goals>

Bailie Group focused on 3 of these, where we can have a direct impact:

- Goal 8 - Decent Work and Economic Growth;
- Goal 11 - Sustainable Cities and Communities.
- Goal 13 - Climate Action;

### Goal 8: Decent Work and Economic Growth

#### People and Wellbeing

Bailie Group, led by its Board of Directors, will do everything that is reasonably practicable to protect the health, safety and welfare of both the employees and any other person affected by our activities.

We are committed to promoting and protecting the welfare of our employees through safety – first aid at work practices and providing a healthy workplace. We are committed to leading industry practices and systems in health and safety. To achieve this, we maintain a Health and Safety management system and are certified to ISO 45001. Every colleague has access to a comprehensive and multi-dimensional wellbeing program.

#### Diversity and Inclusion

Bailie Group is committed to encouraging a culture of diversity and inclusion in our workplaces by ensuring our workforce is truly representative of all sections of society and eliminating all forms of discrimination. Allowing all employees, contractors, visitors, customers, suppliers, and the public to feel respected and for all employees to have equal opportunities in relation to pay, benefits and training

To assist us on this journey, we will be engaging with experts who will guide us in defining our strategy and developing an implementation plan.

Our employee engagement ratings are important to us. As such we conduct regular pulse checks across the group and are proud that our results are regularly above 90% which is much higher than the UK average.

We regularly review our recruitment advertising to attract a wide and fair proportion of applicants and ensure our hiring managers are trained to fairly recruit / select the best talent for the role.

Diversity and inclusion training will be provided to all employees on commencement of employment and annually thereafter.

### **Employment and skills**

We are committed to continuously developing our employees through personal development plans and providing the necessary internal and external training to ensure employees have access to enhance their skills in line with personal and team strategic goals.

We promote early career opportunities via our apprenticeship and graduate training programs.

### **Business Management Systems**

Bailie Group is committed to minimising and managing its exposure to risks, this encompasses robust systems and processes necessary to maintain the security of Group and customer information.

Quality of service is measured against ISO 9001 (Quality Management system) and two of our operating companies are certified to ISO27001. The Group has an extensive awareness program around information security for all colleagues.

We check that our suppliers act in an ethical and responsible way. The process for supplier selection and for checking the ongoing suitability of existing suppliers is well established. We use a third-party vendor management system called “One Trust” to ensure suppliers are onboarded and reviewed in line with our code of conduct, certifications and other regulations.

## **Goal 11: Sustainable Cities and Communities**

### **Community and Charitable Support**

We are committed to making a positive impact on the communities in which we operate. Bailie Group actively encourages our businesses to act as good citizens in their local and wider communities. We support community and social projects and charitable organisations. Bailie Group offers support and flexibility to allow our employees to become involved in volunteering projects close to their hearts.

Bailie Group’s charities and fund-raising scheme supports employees in their generosity and fundraising efforts. Over the past year we have donated to several charities for a wide range of worthy causes and given our time to lend our expertise and skills to various VCSE’s including the donation of equipment to local schools, Meanwood Urban Valley farm and the British Red Cross. In 2022 we sent a monetary donation to the Ukrainian appeal.

We recently commissioned Planet Mark to measure our Social Value so that we can understand how much we’re doing and how we can increase our impact. Our social value is measured against a £ value. We saw an increase in our social value from £128,528 in 2021 to £1,189,752 in 2022.

Our employees come out in strong support of these community-based initiatives.

## **Goal 13: Climate Action**

Bailie Group recognises the importance of environmental protection and is committed to operating the Group’s business responsibly and in compliance with environmental law, regulation and approved codes of practice applicable to its business activities.

Bailie Group recognises its role in supporting governments and communities to reduce the impacts of climate change. Bailie Group has signed the SME Climate Pledge to achieve Net Zero by 2050 and halve our emissions by 2030. We continue to monitor the impact of our operations, and our supply chain on the environment, and work to not only reduce negative externalities but create new opportunities for greater efficiencies.

Bailie Group seeks and maintains ISO14001. We have acquired ISO 50001 certification for Riverside and are considering extending the scope for two other sites.

We're proud to have achieved the Planet Mark certification for the 3rd consecutive year. We have published our carbon reduction plan on our website.

As part of the above, Bailie Group is committed to:

- Making a positive difference to build a better world for current and future generations
- Investing in our people and their working environment
- Creating and maintaining a safe and healthy working environment
- Fostering a sustainable environment and acting on climate change
- Giving back to our society and our local communities
- Providing business management systems to keep our clients information safe

We take this seriously as do many of our clients, and we work in partnership with our clients to drive this agenda.



**PlanetMark**  
Certified Business

**THE  
CLIMATE  
PLEDGE**

A handwritten signature in black ink, appearing to read 'Fergus Bailie', written over a faint circular stamp.

Fergus Bailie  
Chief Executive