

Corporate Social Responsibility (CSR) Policy

A commitment to the principles of corporate social responsibility (CSR) not only makes good business sense but also complements our core business strategy and corporate values.

Our policy is built on the following principles:

- To minimise the impact and maximise the benefits that our work has on the environment and people around us.
- To integrate our CSR considerations into all our business decisions.
- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To review, annually report, and to continually strive to improve our CSR performance.

In developing our strategy and setting out our policy for the first time we aim to deliver gradual but continuous improvements in our performance every year. As a result, our approach continues to evolve as we learn lessons along the way.

Our policy is divided into four key areas:

Community

We will help to support and build community wherever we work.

We recognise that we play a role in communities in the UK and overseas, and we aim to make the communities in which we operate better places. We encourage and empower our employees to get involved with their local communities and use their skills and where possible the Company's resources to help create a mutual benefit. We also recognise the need to support the people we place to connect and engage in their communities and will work hard to ensure that they have all they need to do this.

People

We will develop the people who work for us, the people we place and ourselves.

We will strive to ensure all colleagues enjoy their work and have opportunities to act as ambassadors, develop their skills and demonstrate our ethical, intelligent, expert-led approach to international recruitment wherever possible. As such, we will continue to invest in training, development and career planning and actively look for ways in which we can promote and increase the diversity of our workforce.

Environmental Management

We will manage our impact on the environment in a responsible and ethical manner.

We know that our work has an impact on the environment and that we have a duty to manage that impact in a responsible and ethical manner. We do this through identifying all significant environmental impacts and putting processes into place to prevent, reduce and mitigate them.

Responsible Trading

Building and maintaining the highest standards amongst within our business and our relationships with our partners.

Global best practice principles of ethical recruitment will be the bedrock of all we do. The principles that bind us as an NHS Ethical Recruiter will be the minimum benchmark for our success.

We are also committed to maintaining high standards amongst our partners. We oppose the exploitation of workers, and we will not tolerate forced or bonded labour, or labour which involves physical, verbal or psychological harassment, or intimidation of any kind. We will not accept human trafficking or exploitation in our business and undertake all reasonable and practical steps to ensure that these standards are maintained.