

**cyber**security  
associates



# Corporate Social Responsibility Policy

# Policy

As a responsible provider of professional services we believe that the long-term future of Cyber Security Associates is best served by respecting the interests of all our stakeholders: employees, partners, clients, suppliers and the wider community.

We look actively for opportunities to contribute to the wellbeing of the local community and society as a whole. Our Corporate Social Responsibility policy sets out the principles we follow and the programmes we have developed to focus on the areas where we have significant impact or influence.

## Principles

### Basic standards of conduct

We will conduct our business with openness and integrity. We will not make promises above those which we reasonably foresee we can deliver. We will not offer, give, seek or receive, either directly or indirectly, inducements or other improper advantages for business or financial gain and no employee may offer, seek, give or receive any gift or payment which is, or could be, construed as such. Our Anti-Bribery policy provides more information on our stance in this regard.

### Respect

Cyber Security Associates and its employees will work within a robust environment of mutual trust and respect. This includes, but is not limited to, respect for colleagues, contractors, suppliers and clients.

### Honesty and accountability

We will communicate our policies, objectives and performance openly and honestly to our employees and to others with an interest in our activities, including clients and suppliers. We will encourage them to communicate with us and will seek their views.

### Sustainable progress

We are committed to improving our performance. We will take into account technical developments, changing scientific evidence, costs and client concerns and expectations in the development and implementation of all new social and environmental policies and procedures.

### Demonstrable compliance

As a minimum, we will meet or exceed all relevant legislation. Where no legislation exists we will seek to develop and implement our own appropriate standards.

### Investment in employees

Our employees are our greatest asset. We strive to be a responsible employer by creating an environment that gives employees the desire and ability to flourish. We place great importance on

professional and personal development and we are eager to provide employees with the tools to succeed. We are a meritocracy and are keen to promote from within.

## Programmes

### Environment

We will take all reasonable steps to manage our operations so as to minimise our environmental impact and to promote good environmental practice. We will set and follow high standards in energy efficiency and safety. We will continue to promote responsible and sustainable methods of energy efficiency; and review regularly our business practices and performance to identify how we can improve our energy efficiency, minimise packaging and reduce water usage, waste disposal and air emissions.

### Relationships

We will conduct our business relationships with integrity and courtesy. We are committed to offering our clients the highest possible standards of service. Our aim is to build long-term relationships with our clients and our suppliers.

### Communities

We will build relationships with our clients, suppliers and the local community and consider our impact on the local community. We have been involved in a number of fundraising events for charities such as Save the Children and Gloucester Feed The Hungry.

Cyber Security Associates is especially committed to helping Gloucestershire's cyber scene succeed and has embarked on a number of initiatives such as recruitment whenever possible and sponsoring the Gloucestershire Live Start Up for the Year Award.

As a business, Cyber Security Associates will continue to focus on its impact within the local environment and will develop more methods of improving its influence on all people affected by its operations.

### Employees

We promote equality and consider interests of our employees including their welfare, mental health and health and safety. Our ultimate aim is the happiness of our employees through their worthwhile and satisfying employment in a successful business.