

# Corporate Social Responsibility

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## CCS Media Corporate Social Responsibility (CSR) Statement

Version: 4.0

Next Review Date: July 2024

At CCS Media, our Corporate Social Responsibility (CSR) policy is inclusive of our well-being, our environmental commitment to making our planet a better place in which to live and the invested time we give to our community programs.

Our commitment to our customers is to be a profitable company. To offer the provision of B2B Technology solutions and services, fit for its intended purpose, conforming to requirements, and delivered with exceptional customer service.

### **Our CSR purpose in action is to:**

- Create a caring culture of wellbeing & happiness in our business
- Help make positive changes in local communities through volunteering & with our recruitment and academy programs
- Support & participate in education events in the community
- Determinedly work to be the principal employer of apprentices in our industry
- Endeavour to source products and services from local suppliers
- Champion an environmental program to drive sustainability & mindfulness in our workplace and beyond
- Comply with Modern Slavery & Human Trafficking Act, Anti-Corruption, Anti-Bribery, Security and Environmental legislation

## **Caring For Our Employee Family**

*“Only when our people are successful – will we be successful”*

### **Good Health & Well-being**

We really care for our people and we have their best interests at heart. Our family first orientation means we do not sacrifice work life balance in the pursuit of performance. Our work ethos informs our organisational design, decisions, actions and ultimately everything we do as a collective.

We are emotionally invested in the mental, physical health and welfare of our employees. We value and support our employees, through the offering of our free confidential helpline service, fun employee social programs, and our open, genuine approach, harnessing a safe environment when our people need it the most.

### **Open Door**

Everyone has a voice. Our leadership team welcome and actively encourage our employees to contribute and participate in idea sharing, with the intent of continuously improving ourselves at an individual level, a team level and at a business level.

### **Trust**

We are proud to have created an environment built on trust. Our employees are testament to this through our feedback program.

Below are what some of our employees say about us:

- “I feel trusted”
- “I feel safe”
- “I can be myself”
- “I have autonomy to do my job”
- “I feel cared for”

### **Agile**

Through our technology program, we enable our teams to succeed, whether they are working from home, in the office or anywhere else. We consistently maintain high ethical and integrity standards, empowering our staff to meet their business and personal objectives.

In 2019 we launched our Agile Program. We invested over a million pounds in new technology, applications, and a resilient network, enabling our people to work from anywhere, staying connected to one another and to our customers.

### **Appreciation**

We never lose sight that work should be fun and rewarding. We host annual company conferences to showcase and acknowledge our appreciation to our employees for their dedication and commitment to our business.

## Our Learning & Development Program

We recognise our employees are an intrinsic part of our continued success and our future. The investment in our learning and development platforms focuses on the advancement of individuals, to grow and nurture talent through organisational and personal accomplishments. Access to continuous learning, both academically and individually underpins the development opportunities we offer our staff.

We enable our staff to explore multiple career opportunities within our business, encouraging and supporting them to find a role they are happy and successful in.

We have significantly invested in cultivating the next generation of individuals through industry leading development and mentorship programs and apprenticeship training academies.

## Our Community

*“We help people transform lives”*

We are proud to raise thousands of pounds each year for local charities and initiatives through the regular organising of enjoyable events and activities.

We are privileged to have Business Community Champions, who help support young people through the local Council programs. We participate in the ‘Young Enterprise’ event and contribute to work shadowing and mentorship services at local schools.

We actively collaborate with universities, in an advisory board capacity, to support the link between business enterprise and academia.

CCS Media is honoured to be a significantly higher than industry standard contributor to;

- UK-BAME, where our apprenticeship program supports individuals from disadvantaged backgrounds and nurtures non-traditional routes into the IT industry.
- female managers in our workplace.

## Inclusion and Diversity

We understand an inclusive and diverse workforce can encourage new perspectives, initiate revolution, and create a stronger company. We are firmly committed to treating everyone fairly to nurture talent, instilling the corporate culture with true inclusiveness and equality.



## Our Environment

CCS Media is dedicated to sustainability incentives that influence our daily operations in addition to ensuring compliance with all applicable legal and regulatory obligations. This is reflective in our commitment to the Government Energy Savings Opportunities Scheme (ESOS), SECR, our ISO 14001 Accreditation, our Plastic Free Pledge, our Green Energy commitment, and the work we are currently doing on our Smart Sustainability Certification.

Please refer to our Environmental and Sustainability Policy for more information regarding the work we are doing for our Environment.

**Lets Talk: Call us on 01246 200 200, email at [letstalk@ccsmedia.com](mailto:letstalk@ccsmedia.com) or visit [ccsmedia.com](https://ccsmedia.com).**

