

## **Handisc Ltd: Corporate Social Responsibility Statement**

- To adhere to all legislation relating to employment rights and equal opportunities, with particular reference to non-discrimination on the basis of ethnic origin, religion, gender, age, marital status, disability or sexual orientation.
- To ensure that physical, verbal and psychological abuse, or sexual or other forms of harassment towards employees is not tolerated.
- To ensure that disabled persons are recruited, trained and promoted on the basis of aptitude and ability. If employees become disabled, every effort is made to retain them and where necessary re-train them for appropriate posts
- To pay wages and benefits which meet or exceed national minimum requirements and adhere to working time regulations where applicable.
- To not use forced labour nor employ workers under the school-leaving age.
- To provide a safe and secure workplace and promote good health and safety and environmental practices.

We do not give or receive any bribes, extra contractual gratuities, inducements, facilitation fees or similar payments.

We ensure we purchase legal licences to all software in use.

We recognise the value that our employees create for the business and our commitment to training and personal development, together with remuneration policies which are designed to reward achievement and emphasise the importance of retaining staff.

We provide information to employees on a regular basis. This information includes information relating to company performance, its prospects and the future outlook for business.

We support local charities and participates in a range of community activities.