# Corporate Social Responsibility

**Corporate Social Responsibility**

At Riverside Training we believe that 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 based 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, 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. To help define our policy we have divided it into four key areas:

**Community**

Helping to develop our learners to reach their full potential and to play their part in their community by making it a better place to live.

We recognise that we play an important role in our local communities 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.

**People**

Recruiting, supporting, and developing people throughout their Riverside journey, we strive to ensure all colleagues enjoy their work and have opportunities to consistently impress our customers through their professionalism and expertise. As such, we continue to invest in their professional development through apprenticeship and leadership development programmes, and actively look for ways in which we can promote and increase the diversity of our workforce.

**Environmental Management**

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 our suppliers.

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

**Monitoring & Review**

This policy is reviewed annually

| | |
|---|---|
| Current Review Date | July 2026 |
| Next Review Date | July 2027 |

Corporate Social Responsibility Policy