

ICP Search - Corporate Social Responsibility (CSR) Statement

ICP Search is proud to publicly display its commitment to being a socially responsible business, both internally and externally. Our corporate social responsibility (CSR) statement outlines our aims and efforts to give back to the world as it gives to us.

We are also proud of our hugely positive reputation in all aspects of our business and we aim to maintain this. We conduct our business with integrity; respecting the law, cultures, dignity and the rights of individuals. We recognise we have a responsibility to our clients, customers, suppliers and employees and we are committed to conducting business in a manner which achieves sustainable growth whilst fulfilling legal and moral obligations.

We will continually review our corporate social responsibility programme in order to ensure its effectiveness. We have formed a CSR Team whose responsibility it is to develop and implement our CSR programme and monitor its effectiveness and impact.

Our CSR approach is focused around four key pledges:

- Community
- People and Diversity
- Environment
- Business Conduct

Community

ICP Search has an enormous passion for preparing the next generation for the world of work and we are committed to strengthening communities and economies at grassroots level – increasing employment opportunities, enhancing education participation and raising aspirations of our future generations.

Our award winning and headline community programme, Be the Change, was borne of this unwavering desire to inspire the next generation and support them to identify and overcome their personal barriers to success.

Be the Change is a ground breaking, inspirational programme aimed at secondary school students who may have become disengaged with school or lack confidence in their own abilities; who may struggle academically, but have real potential once engaged in an activity that captures their imagination.

The programme focuses on happiness, confidence, hope, relationships and employability and encourages students to identify their personal barriers to success, before helping them find ways of overcoming them.

All of us at ICP Search are involved in the programme whether helping to run it, volunteering as business guides or simply attending, observing and spreading the word. We are all incredibly proud to be part of something so fantastic.

For more information and videos of this inspirational programme please follow the link:
<http://about.lovelocaljobs.com/portfolio-item/be-the-change/>

Be The Change is not our only community focused commitment – we partner with a local charity, Rockinghorse.

Rockinghorse is the official fundraising arm of the Royal Alexandra Children's Hospital in Brighton who raise money for life-saving and cutting-edge medical equipment, while ensuring that children are treated in an environment better suited to their needs.

They also support the Trevor Mann Baby Unit (TMBU) based at the Royal Sussex County Hospital in Brighton and its sister site, the Special Care Baby Unit (SCBU) at the Princess Royal Hospital in Haywards Heath.

ICP Group has been a partner of Rockinghorse for several years and all of our employees take part in various fund raising activities. ICP Search always matches any money raised by employees to increase the contribution. To enable our people to support either Rockinghorse or a charity of their choosing, we offer two paid 'Charity Days' off per year to each employee.

People and Diversity

We have great respect for the diversity of our employees, candidates and clients. We have several related policies that reflect this in our internal Employee Handbook but we live and breathe them through our recruitment practices, training and opportunities for progression. We embrace the mix of skills and experience a diverse workforce can bring and as such, our related policies are aimed at employees.

We actively promote equal opportunity for all of our employees with the right mix of talent, skills and potential and welcome applications from a wide range of candidates. We operate a consistent recruitment process which means we select all candidates based on their skills, qualifications and experience.

Employees

Our employees are the foundation of our success and we aim to nurture their potential and encourage their development. We strive to provide a fair working environment and the opportunity to develop and advance within the organisation. We strongly focus on our employees' career progression and skills development as well as well-being.

ICP Search values its employees highly and therefore offers a variety of benefits to employees, in particular those that promote well-being and work life balance, such as our health insurance and flexitime scheme.

Please see our 'Team ICP Search' page for further details on how we do this plus details of our benefits package.

Candidates, Clients and Suppliers

We aim to provide excellent standards of service to all our clients and candidates. We aim for continuous development of our services, offering a first class, professional service and exceptional, specialist expertise.

We have committed to ensure that all our suppliers have good business ethics and meet the standards we hold in high esteem. We aim to develop relationships built on shared trust and communal responsibility.

Environment

Our objective is to minimise our impact on the environment as much possible and efficiently manage what is unavoidable. We endeavour to manage this in a responsible manner. We do this through recycling, conserving energy and using environmentally-friendly technologies and products.

- We work with Paper Round - an award winning, ethical and environmentally friendly recycling and waste collection service. We have received an award from them for our significant contribution toward helping the environment.
- For all our stationary needs we use WStraker who embrace sustainable solutions. They use Cargobikes for all our deliveries. These modern electric-assist cargo bikes mean they don't pump out any dangerous particulate, NO₂, or CO₂ emissions.
- Green Mop is our award winning, green cleaning company. They are proud to hold the ISO certificate in environmental management underlining their commitment to their green ethos. They also use high quality eco-friendly products.



Business Conduct

We are committed to ensuring that our business is conducted according to all ethical, professional and legal standards.

We are proud members of The Association of Professional Staffing Companies (APSCo). We are committed to ensuring full compliance with appropriate local legislation by following current legal and compliance trends around the world. We are very proud to be setting the standard with regards to contracting compliance regulations.

We are working towards being fully GDPR compliant and ready for when the legislation takes effect on 25th May 2018. We are using this as an opportunity to review our processes and systems and ensure we are following best practice as well as legal requirements.

Our Employee Handbook is an important part of our journey towards achieving our vision across the Group and ensuring we do the right thing for our employees, as well as our clients, candidates, customers and suppliers.

We have a comprehensive Health and Safety policy which is reviewed regularly to ensure the safety of our employees and any visitors whilst they are in our care.

ICP SEARCH

THRIVING THROUGH CONNECTING PEOPLE

