

# Ahead



MANAGEMENT GROUP

## Corporate Social Responsibility Policy

Building fair and effective standards into our business



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## Document Control

### Document History

	Author	Version	Description
<b>18/02/2022</b>	Donna Chapman	V0.1	Template Draft
<b>22/02/2022</b>	Donna Chapman	V1.0	Final
<b>29/07/2022</b>	Donna Chapman	V1.0	Office Address Change
<b>24/08/2023</b>	Donna Chapman	V1.1	Reviewed and Updated

### Signatories

Name	Role	Sign off Date
<b>Andy Ewell</b>	AheadMG Delivery Director	22/02/2022
<b>Neil Hickman</b>	AheadMG Finance Director	22/02/2022

### Document Storage

All versions of the policy will be stored on our website <https://www.aheadmg.com/new-starters/>

## Corporate Social Responsibility

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### Introduction

AheadMG's Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our community and our environment it outlines our efforts to give back to the world as it gives to us.

### Scope

This policy applies to our company and all its employees, contractors, consultants, officers, casual and agency workers. It may also refer to suppliers and partners.

### Statement

AheadMG are committed to being a responsible business and will constantly strive to improve both our Corporate Social Responsibility and our environmental policies. We believe the long-term future of our business is best served by respecting the interests of all of our stakeholders: Employees, candidates, clients, suppliers and the wider community.

AheadMG's social responsibility falls under two categories: compliance and proactiveness.

Compliance refers to AheadMG's commitment to legality and willingness to observe community values.

Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

### Compliance

#### Legality

AheadMG will:

- Respect the law
- Honour its internal policies and those of our regulatory bodies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

#### Business ethics

AheadMG will always conduct business with integrity and respect to human rights.

AheadMG will promote:

- Safety and fair dealing
- Respect toward our Clients
- Anti-bribery and anti-corruption practices

#### Protecting the environment

AheadMG recognises the need to protect the natural environment. We will aim to do our best to work towards the environment and sustainability and take responsibility for the harmful effects its operations have on both the local and global environments and we are committed to reducing them. We have a range of strategies that we take very seriously to help us reduce our negative impact and strive to achieve a net zero target and help give something positive back to the planet.

#### Protecting people

AheadMG will ensure that we:

- Don't risk the health and safety of our staff and community
- Support diversity and inclusion

#### Human rights

AheadMG is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all related policies and practices. We will ensure that our activities do not directly or indirectly violate human rights in any country (e.g., forced labour).

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## Proactiveness

### Volunteering

AheadMG will encourage its staff to volunteer. They can volunteer through programs organised internally or externally. AheadMG may sponsor volunteering events from other organisations. Details of our volunteering or fundraising will be included on our LinkedIn Account and website platforms.

### Preserving the environment

Apart from legal obligations, AheadMG will proactively protect the environment.

Examples of relevant activities include:

- Recycling
- Conserving energy
- Using environmentally friendly technologies and using paper free solutions where possible

### Supporting the community

AheadMG we believe passionately in giving back to our communities and have committed to increase our charity donations year on year.

We will display our contribution to our chosen charities on our website each year.

AheadMG has a responsibility to ensure that its staff are trained and informed appropriately.

This policy is effectively communicated throughout AheadMG and then reviewed annually, or as necessary, to be compliant with any changing legislation.

This policy applies to all staff and associate groups irrespective of differences in terms and conditions of service, client engagement, seniority levels, working patterns and any other irrelevant distinction. All policy documents and training must be completed within the first month of engagement for more details please refer to our Mandatory Training Policy.

All AheadMG policies are accessed and stored on our website <https://www.aheadmg.com/new-starters/>