



# Corporate Social Responsibility (CSR) Policy

Date: February 2024

## Policy brief & purpose

The Corporate Social Responsibility (CSR) Policy sets out Integrity Executive Coaching's commitment to ethical practices, environmental protection, and community support. It outlines efforts to give back, ensuring compliance with laws, promoting human rights, and proactively supporting environmental conservation, community initiatives, and commitment to ongoing professional and ethical development.

## About Integrity Executive Coaching and its business activities

Integrity Executive Coaching LIMITED is a private limited company with a sole founder and director. Integrity Executive Coaching does not employ any individuals although as part of its day to day operations, uses suppliers and professional services. Details about how Integrity Executive Coaching works with suppliers and professional services is detailed below.

Integrity Executive Coaching's core business activity is to provide executive coaching services to ethical business leaders whose companies are purposefully engaged in activities which provide a positive impact on society and/or the environment.

The core business has been intentionally designed to be delivered online to minimise the requirement for business travel. Online delivery enables greater efficiency for the benefit of its clients and energy usage to provide online services is sourced from a green supplier (detailed below).

As part of the wider mission of Integrity Executive Coaching, other activities are undertaken from time to time with the aim of delivering a positive impact on the communities in which it operates. as detailed below.

Integrity Executive Coaching operates in the UK.

## Scope

This policy applies to Integrity Executive Coaching LIMITED. It may also refer to suppliers and partners.

## Legality

Integrity Executive Coaching will:

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent.

## Business ethics

Integrity Executive Coaching will always conduct business with integrity and respect to human rights.

Integrity Executive Coaching will promote:

- Safety and fair dealing
- Respect toward the consumer and stakeholders
- Anti-bribery and anti-corruption practices.

## Preserving the environment

Apart from legal obligations, our company will proactively protect the environment.

Integrity Executive Coaching ensures that:

- Energy usage for business activities will be sourced from renewable and low carbon suppliers
- Conservation of energy usage wherever possible including the use of energy efficiency measures and demand curtailment (Good Energy Power Pause scheme)
- Using environmentally-friendly technologies including items which can be repaired and purchasing refurbished items wherever possible.
- Commitment to using recycled and environmentally friendly supplies wherever possible
- Minimising travel except for essential business activities
- Use of public transport where possible
- Use of carbon off-set schemes when travel is unavoidable.

## Protecting people

Integrity Executive Coaching is dedicated to protecting human rights. The company endeavours to ensure that its activities do not directly or indirectly violate human rights in any country (e.g. forced labor).

Integrity Executive Coaching ensures it will:

- Not put at risk the health and safety of its community
- Avoid harming the lives of local and indigenous people
- Support diversity and inclusion.

## Looking after Customers

Integrity Executive Coaching actively seeks feedback to ensure that customers receive a positive experience. Feedback is routinely collected from every private coaching assignment as part of discharging the requirements of each assignment in respect of the client's aims and goals. Feedback is also collected from each pro bono coaching assignment.

Integrity Executive Coaching does not discriminate between its prospective clients and strives to provide resources and coaching insights to its community for the benefit of those who cannot afford private coaching.

The company operates by the CMI professional [Code of Conduct and Practice](#) and engages in routine reflective practice and peer supervision to ensure services are delivered ethically and to a high standard.

## Suppliers' Standards

Where suppliers and professional services providers are utilised, Integrity Executive Coaching commits to using suppliers who:

- Adhere to the Modern Slavery Act 2015
- Operate in line with the Bribery Act 2010
- Have a CSR policy in place
- Are local or; provide opportunities for underrepresented minorities in the workplace, including from developing economies.

In return, Integrity Executive Coaching commits to:

- Paying suppliers properly and on time
- Communicate clearly and transparently.

## Supporting the community

Integrity Executive Coaching undertakes community investment by providing pro bono coaching services. Activities include an ongoing and long term commitment to provide economic development support by delivering free leadership & management coaching aimed at small businesses and start ups primarily from diverse communities in Brighton & Hove. This support is delivered through the Business & Intellectual Property Centre (BIPC) in Brighton.

Integrity Executive Coaching also provides free coaching materials, insights and resources via it's [website](#) and [mailing list](#).

In addition, Integrity Executive Coaching delivers ad hoc support to other groups where there is a clear alignment of intention and impact.

Other discretionary support may also be offered from time to time.

Integrity Executive Coaching may preserve a budget to make monetary donations. These donations will aim to:

- Offset carbon emissions generated from routine business activities (such as travel and supplies)
- Support other environmental reparation activities
- Support local community inclusion and equity.

## Continued Professional Development

Integrity Executive Coaching actively invests in ongoing professional development to ensure that coaching services are delivered to the highest professional and ethical standards.

This includes (and not limited to) annual membership to the Chartered Management Institute and operating by their professional [Code of Conduct and Practice](#).