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Corporate Social Responsibility

What is corporate social responsibility?

The Public Services (Social Value) Act 2012 requires public sector organisations who commission and procure services to think about how they can secure wider social, economic and environmental benefits.

At Zest Intelligence we provide specialist professional, digital, and management consultancy services to UK Government and businesses in sensitive and highly regulated industries. Social value is one of our central pillars to the company, as well as doing the right thing.

Our corporate social responsibility document will also provide a framework for how we use our processes, resources and influence to support our communities and causes.

Policy elements

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our company's social responsibility falls under two categories: **compliance and proactiveness**. Compliance refers to our company'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

Our company will:

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

Business Ethics

We'll always conduct business with integrity and will promote:

- Safety and good practice
- Respect toward our consumers
- Adhere to all Anti-bribery and anti-corruption practices

Protecting and preserving the environment

Our company recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. Apart from legal obligations, our company will proactively protect the environment including:

- Employee led groups in support of fighting climate change
- Introduction of electric car salary sacrifice scheme
- Introduction of cycle to work scheme

Protecting people

We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Maintain our Mental Health a Work Commitment and company action plan
- Support diversity and inclusion and remove barriers to employment particularly for those from underrepresented group

Human rights

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

- See our Modern Slavery Statement

Proactiveness

Supporting the community & Volunteering

Our company will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events from other organizations.

- Supporting local schools and colleges through programmes such as CyberFirst and STEM Ambassador programme
- Improve community engagement through employee led groups, social activities, climate change and outreach activities

Employee resource groups

Our company will support the employees building company (and wider) networks through the creation of Guilds and Communities of Practice

- Support employees developing Guild and Communities of Practice based on common work-related interests and areas of expertise
- Support employees in company lead communities working on Innovation, Sustainability, etc.