



P070 - Corporate Responsibility and Sustainability Policy

MBKB's Corporate Social Responsibility (CSR) Policy ensures that environmental and social issues are considered in our day-to-day business.

As a provider of the Corporate Social Responsibility Practitioner Apprenticeship, we pride ourselves in being an industry leader with initiatives and our commitment to CRS compliant business activities. As an innovative business, we are constantly looking at how we can develop, improve, and educate both internally and externally in the issues we face in the modern day.

Our Goals

Our goals are defined through 3 overarching categories:

People, Culture, Future

People

The most valuable part of our business is our people. Not only are they important to our own initiatives and activities, but they are the face of the business when delivering an exceptional experience for our clients. As such we are hugely invested in them as individuals and understand the importance of training and upskilling them to the highest standard. As part of their CPD's all individuals are encouraged to engage in local and national initiatives that impact social and environmental issues. We further support this as a business by organising activities where our entire teams take part. Not only is this key in our fight against social and environmental issues but is great for team development and networking.

Culture

The culture of a business is defined by its success. Our commitment to CRS is not born through 'greenwashing' but through educating and role modelling our company values. The upskilling of our teams enables us to challenge our clients with CRS initiatives to continue to impact the United Nations Sustainable Development Goals. The communication of our goals and initiatives to our teams are through collaboration across the company, with key individuals leading and driving the need for change. We are committed to maintaining and developing our passion for people and our work. We recognise that our success depends on a workforce that is rich in its diversity of thinking, perspectives, backgrounds, and culture

Future

MBKB is invested in the future of apprenticeships and is committed to making a change. As such we are investing in all our courses to ensure that each one includes Green Skills. This will help us shape the apprenticeship landscape and prepare the workforce of tomorrow.

Objectives

To achieve our goals MBKB will live by these specific objectives across all functions of the business:

- Be a leader in the development of high-quality training material that supports Green Skills
- Work with clients to ensure a collaborative approach to CSR
- Review internal policies regularly to ensure they are up to date with the ever-changing CSR landscape
- Provide all team members with high quality training to understand how they can contribute to MBKB's goals
- Hold all Senior Management accountable for driving initiatives and living our values

Sustainability

MBKB's commitment to sustainability falls into several policies that we have in place that can be found [here](#).

These policies cover several key issues that fall under the 3 Pillars of sustainability:

Health and Safety, Waste Management, Travel, Online safety, Equality and Diversity.

MBKB is proud to support the Global Initiative. The 4 United Nations Sustainability Goals that we support are:



Whilst we may not be able to affect these goals on a global scale, business like ours are key in driving the change of behaviour that will significantly contribute to change around the world. Our 4 goals align with goals set by the counties that we work with to ensure consistency, To support these goals, we promote and encourage our teams to take part in local/national initiatives.

MBKB Initiatives

At MBKB we enjoy supporting change in our societies and making a difference to our environment.

Some of the initiatives that we are currently involved with are:

- **Thrive @ Work – First business to be awarded Silver in the UK**
- **Volunteering/Maintenance work in Country Parks**
- **Volunteering with Mind song**
- **Volunteering with Age UK**
- **Internal projects working with and helping to train and upskill lower privileged areas**
- **Cycle to work**
- **Active role recruitment for businesses**
- **Education and training on diet/exercise**

It is the responsibility of the Senior Management Team to implement and drive the goals within this policy and to provide strategic guidance to all areas of the business.

Review

This policy will be reviewed annually as part of our self-assessment process. All Queries and concerns about CRS issues should be referred to Mark Bremner at the MBKB.

This policy is reviewed annually, along with our other key policies and protocols, which can be found here

<https://mbkbgroup.com/policies/>

Name - Mark Bremner



Review Date...20/03/2023