

Corporate Social Responsibility Policy

We recognise that any modern business must be aware of and responsible for the impacts upon society and the environment that arise through the provision of products and services.

EightyTwenty Insight Ltd takes these responsibilities seriously and is committed to understanding, managing, and monitoring our environmental and social impacts.

The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our performance to this policy rests with all employees throughout the company.

Ethical Business Practices

EightyTwenty Insight is committed to high standards of business practice including free and fair competition, the prohibition of bribery and political donations honestly and fairly dealing with suppliers, customers and local and national authorities.

We will uphold the values of honesty, partnership and fairness in our relationships with stakeholders. Our contracts will clearly set out the agreed terms, conditions and the basis of our relationship. We will operate in a way which safeguards against unfair business practices. We will encourage suppliers and contractors to adopt responsible business policies and practices for mutual benefit.

Our Employees

EightyTwenty Insight is committed to creating a working environment where people can flourish and fulfil their potential. Our ambition is to create a world-class place to work to fulfil, satisfy and inspire our staff, which in turn will help us to attract the best people and make us the first choice for our clients.

As part of our people strategy, we will examine and continuously improve our approach to personal satisfaction and fulfilment, personal development, recruitment, flexibility of working, personal and team rewards, management, leadership and diversity. We are committed to being responsive to the needs and opinions of our staff as to how the company can be improved and serve its clients better.

We have developed a range of flexible employment practices that apply to all our employees and these policies are regularly reviewed. Wherever we open offices we will seek to recruit local staff and take account of the different cultures and local legislation while maintaining the principles and values of our global approach.

We benchmark our remuneration policies against our competitors and peers to ensure that they are both fair and competitive.

EightyTwenty Insight has a progressive attitude to allowing employees time off work (paid or unpaid as appropriate) for personal development and civic duties such as jury service or work as a magistrate. While in a small company there can be commercial difficulties associated with this, we recognise the benefits to society and to our business of supporting employees in this way.

We will support and encourage our employees to help local community organisations and activities wherever we are located.

Our Diversity of Employment

We share a set of values that promote diversity and respect the cultures of the regions and countries in which we operate, as well as the very broad diversity of cultures within the UK. We are committed to creating a supportive environment enabling all employees to perform to their potential. This means valuing different backgrounds and perspectives, fostering teamwork and maximising individual contributions using the skills and talents of all members of our workforce. We encourage diversity and will not tolerate any form of discrimination. Our policy in relation to the employment of people with a disability is to give the same consideration, wherever practical, to people with a disability in regard to applications for employment, continuation of employment, training and career development.

Staff and Client Health & Safety

The company is committed to ensuring the health and safety of our staff and clients and we have rigorous procedures in place to monitor and maintain the highest standards in the workplace. We aim to prevent accidents and promote good health and safety by developing a health and safety culture within the company.

Environment Policy

Given that EightyTwenty Insight is a consulting firm with office based operations we have a limited impact on the environment. However, we recognise our responsibility to minimise our carbon footprint as far as possible.

1. Travel

We encourage the use of rail travel in preference to private cars and taxis for shorter journeys. For longer journeys within the UK and Europe we try to use rail travel in preference to short haul flights.

We also encourage the use of video conferencing and 'webex' type meetings to avoid travel altogether.

2. Office

We encourage all staff to be energy conscious – switching off lights and heating when not required. We aim to use re-useable materials – for example we do not use disposable cups for refreshments. We minimise the use of packaging and paper as far as possible; and we actively recycle paper and cardboard waste.

3. Donating equipment

We plan to donate redundant equipment, especially computers, to appropriate community and charity organisations either in the UK or abroad.

4. Sourcing

When we need to source products we pay attention to the environmental credentials of suppliers and where possible we favour those who can demonstrate more awareness of environmental issues. We also favour local companies in order to minimise transport requirements and to help support the local community.