

# Innervision Corporate Social Responsibility and Sustainability Policy

## Introduction

Innervision recognises the importance of its role in managing social, economic and environmental issues. Corporate Social Responsibility (CSR) is the principal way Innervision seeks to co-ordinate and manage practices to maximise positive social and economic contribution and minimise the environmental impacts of its business. Engagement with key clients, employees, community, environmental stakeholders, regulators, business partners and suppliers is central to Innervision's approach to CSR.

Innervision divides CSR into four segments:

**Business Integrity/Marketplace** – How we work with our customers and suppliers

**Workplace** – Where we work, how we recruit and how we work with our staff

**Environment** – How we reduce our environmental impact

**Community** – How we engage in the community

In addition to the above targeted areas of focus, Innervision's policy generally is to act in a socially responsible manner, taking into account relevant social and environmental factors, and to promote this attitude across the market in which we operate.

## Business Integrity/Marketplace

Innervision:

1. is committed to conducting all business with the upmost integrity; respecting human rights and the interests of our employees, customers and third parties.
2. is dedicated to keeping up to date with industry trends and customer requirements to ensure the best service possible.
3. is committed to delivering the standard of service we promise and will not mislead or falsify claims for profit opportunities.
4. will maintaining an upfront, honest and transparent communication with our customers.
5. will not sacrifice ethical integrity and business for financial gain.
6. will work independently from lessors and work on behalf of our customers.
7. will provide value for money, high quality and reliable solutions for lease management for our customers.
8. will maintain data protection and security to ensure all information stored on Innervision systems is secure.
9. work with businesses that are conscious of and engage in their corporate social responsibility.
10. does not and will never employ child or forced labour.
11. will respect the individual and legitimate interests of our customers and third parties.

12. will not support or engage in the lease management of unethical lease agreements or assets.
13. will encourage customers to utilise ethically responsibly third parties and lessors.
14. will use our position to advise ethical and environmentally conscious lease deals and lease management solutions.

## Environment

Innervision is committed to protecting the environment and working sustainably to reduce our carbon footprint and our impact.

Innervision's processes are nearly 100% digitalised and offer a solution for online data and document storage to help reduce paper consumption, wastage and the cost associated with transporting hard copies.

Innervision will:

1. encourage environmental consideration in customer deals.
2. maximise preservation of environment and sustainable business.
3. employ and maintain our recycling policy to correctly dispose of recyclables and avoid wastage.
4. ensure redundant IT and computer commitment is safely and correctly disposed of and recycled where possible.
5. educate employees to remain conscious of energy conservation and efficiency; we encourage them to save power where possible.
6. avoid unnecessary travel and make provision to allow employees to work from home to reduce the impact of commuting on the environment.

## Workplace

Innervision is dedicated to ensuring the working environment is a safe, equal opportunities and enjoyable place for our employees to thrive in and ensure that they have all the tools necessary to develop and provide the best service we promise our customers.

Innervision:

1. embraces the diversity and individuality of all our employees and expect them to act with integrity, loyalty and uphold Innervision's policy and values.
2. is committed to providing and supporting equal opportunities – Innervision hires candidates of their suitability to meet the requirements of the role and will not hold discrimination or bias for or against other reasons during the hiring process and beyond.
3. will not criticise or challenge employees if business is lost due to compliance with CSR/ethical policy.
4. will protect the human rights of our employees, customers and third parties.
5. will ensure the workplace upholds health and safety requirements and regularly monitors that these standards are maintained.
6. will ensure all employees have the suitable training and support so they can develop and thrive within their positions.
7. will encourage all employees to uphold environmental policy and remain conscious of energy efficiency.
8. supports the development of graduate students and will help promote and support their growth in the future of the corporate world.

## Community

Innervision is keen to support and engage in charitable work and/or volunteer within the workplace, locally and globally to help give back to an equal opportunities, sustainable world community.

Innervision will:

1. encourage and make allowance for employees to engage in sustainable charity causes; whether on behalf of the company or individually.
2. dedicate free lease management consultancy and software to specified charities to help support their cause.
3. work with a diverse range of businesses and industries around the world to further promote global community.
4. promote broader opportunities for workplace learning.