

Innervision Corporate Social Responsibility and Sustainability Policy

Introduction

Innervision specialises in global lease portfolio management, providing leasing solutions and lease accounting software. Founded in 1992, it manages leases in more than 30 countries.

The company advises on how to establish the best value for money on all current and future leases, standardise documentation, process and policies, as well as general and bespoke reporting creating a complete view of your global lease portfolio. It provides software to allow its customers to comply with new and existing lease account standards.

Innervision aspires to be the best leasing specialist and the team, with its' decades of experience, is encouraged to support constant improvement in the leasing industry.

Innervision's core values are: integrity, passion, flexibility and conscientiousness which it employs in its aspirations and its corporate social responsibility (CSR).

Innervision uses the core values in its CSR policy to better engage with its customers, employees, community, environmental stakeholders, regulators, business partners and suppliers. The CSR policy falls into four segments:

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

Workplace – Where we work, how we recruit and how we support and nurture 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 is to act in a socially responsible manner, considering 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 utmost integrity; respecting human rights and the interests of our employees, customers and third parties.
2. is committed to delivering the standard of service we promise and will not mislead or falsify claims for profit opportunities.
3. will maintain an honest and transparent communication with our customers without sacrificing ethical integrity for financial gain.
4. will work independently from lessors and on behalf of our customers providing value for money, high quality and reliable solutions for our customers.

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 expects them to act with integrity, loyalty and uphold Innervision's policies and values.
2. is committed to providing and supporting equal opportunities, hiring candidates for their suitability to the role and will not hold discrimination or bias and provide suitable training and support so they can develop and thrive within the company.

3. not criticise or challenge employees if business is lost due to compliance with CSR/ethical policy.
4. will ensure the workplace upholds health and safety requirements and regularly monitors that these standards are maintained.

Environment

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

Innervision's processes are 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 transactions.
2. maximise preservation of environment and sustainable business.
3. maintain and develop the recycling policy to correctly dispose of recyclables and avoid wastage, ensure redundant IT and computer equipment is safely and correctly disposed of and recycled where possible.
4. avoid unnecessary travel and make provision to allow employees to work from home to reduce the impact of commuting on the environment.

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 opportunity, sustainable world community.

Innervision will:

1. encourage and promote employees to engage in sustainable charity causes; whether on behalf of the company or individually.
2. provide 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. punch above its' weight and constantly look for ways to help and support the community- even the smallest change can make a difference with the right mix of passion and conscientiousness.

Innervision sponsors and promotes causes that support its core CSR values. Some examples of which are below:



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