

Corporate Social Responsibility Policy

Core Beliefs

Our business is driven by shared beliefs and our core values of Passion, Care, Imagination and Trust which ensure the commitment of all those involved to everything we do. We recognise that we must integrate our business values and operations to meet the expectations of our stakeholders. They include employees, customers, suppliers, the community and the environment. We aim to establish a rewarding working environment for our employees and an awareness of the wider community. We consider our Corporate Social Responsibility through all of our work practices, including recycling, waste management, energy consumption and equal opportunities.

Our core activity is Executive Performance Coaching and we are keenly aware of the impact our services may have on the environment. We are therefore committed to working closely with our Strategic Partners, Customers and Suppliers, to minimise the impact of our business activity wherever possible. Before agreeing terms with any new Partner or Supplier we evaluate their CSR and Environmental Policies to ensure synergy of business working practices.

We are committed to the following CSR principles:

Our People and Our Associates

- We believe in caring for our employees and are committed to delivering a competitive and fair employment environment and the opportunity to advance through a clear career path.
- We are passionate about developing our culture of learning and achievement to give our employees the knowledge, skills, attitudes, behaviours and experience to achieve high performance and results and help build careers and CVs.

Within our nationwide talent pool, we believe:

- Diversity in job experience.
- Opportunities will always be there.
- Every person has potential.
- In supporting individual desire to grow and develop their skills.
- In achievement through learning.
- In committing to thinking and acting in ways that match our values.

We consistently deliver success for the business and our people through a variety of interactive and engaging learning experiences including team development events for us all.

Our people are supported through:

- A performance appraisal process and transparent recruitment and promotion practices.
- Promotion of healthy work practices.
- Review of salaries to ensure that pay is comparable for the work achieved.
- Regular staff meetings which encourages participation and feedback.

We consider teamwork both on a local and on a community level essential to the overall strength of our organisation. We want to positively contribute to the social and economic well being of those communities within which our business operates.

We are committed to encouraging staff to contribute voluntary time to their community, in any way that serves a broad social responsibility or benefit. We encourage staff to spend time to serve a community or charitable activity or social service and regularly promote inclusion in charitable activities which raise funds for worthy causes.

Environmental Policy

Our aim is to incorporate environment considerations as part of our broader business objectives. Throughout the company, employees are actively encouraged to ensure conservation of energy and resources through awareness campaigns led by Head Office learning and development group.

Kuhnke Communication Head Office is provided with re-cycling bins so that they can re-cycle office waste. Staff are also encouraged to reduce their own CO2 emissions by cycling to work and car sharing.

Kuhnke Communication encourages staff to submit suggestions on how our impact on the environment could be reduced.

Kuhnke Communication...clear, confident, compelling.

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