

Corporate Social Responsibility Policy Statement 2016

A big part of making Ligentia a great place to work is acknowledging our responsibilities in monitoring good ethical behaviour, concern for employees' health and safety, and care for the environment and community.

Our People

Ligentia recognises that our people are our greatest asset and key to continued growth and success, and as such we are committed to providing careers and working environments in which our people can reach their fullest potential. The ongoing development of our employees is vital to our success and the investments we have made in the last 20 years will continue.

Developing future talent is fundamental to Ligentia. New graduate recruitment schemes have been introduced within the business alongside accredited training for all staff to achieve recognised professional qualifications that are relevant to the sector.

Ligentia is committed to providing an equal opportunity and promoting diversity to all existing and prospective employees without discrimination based on religion, disability, gender, age, marital status, sexual orientation, race and ethnicity.

Ligentia has a commitment to keeping employees informed of Group affairs through news circulars and regular staff meetings. Employees can access the company intranet, Lotus, to obtain general information on the Group. Employees are encouraged to discuss operational issues with their line management and to suggest ways to improve performance and efficiency.

Health, Safety and Welfare at Work

Ligentia operates a comprehensive Health and Safety Policy and works to ensure a safe environment is achieved for employees and visitors. It is the policy of Ligentia to create and improve standards of health and safety, which will lead to the avoidance and reduction of risks and to ensure that the company complies with all Health and Safety legislation. A detailed Health and Safety Policy Statement is held at all branch premises and displayed on notice boards.

Health and Safety, and Fire Officers actively implement the policies, standards and procedures in all Ligentia branches. They are supported by dedicated Health and Safety managers who are professionally qualified. Ligentia makes every reasonable and practicable effort to provide safe and healthy working conditions in all its offices. It is the duty of all employees to exercise responsibility and to do everything they can to prevent injury to themselves and to others. The policy standards and procedures are communicated to employees through contracts of employment, staff handbooks, notice boards and staff training.



The Community

Each year Ligentia supports individual charities through the proceeds of team events as well as by donating directly to charities through internal cost saving initiatives i.e. sending e-cards rather than Christmas cards.

The Environment

Ligentia respects the environment and is committed to reducing the environmental impact of our global operations. The Ligentia senior management team is engaged in a continuous programme of improvement and are entrusted to proactively address issues that may adversely affect environmental performance within their business channel.

Furthermore there are a number of receptacles positioned throughout our offices to encourage the recycling of paper, cans, glass and plastics. Old IT equipment is also donated or recycled and all lighting and electronic equipment is switched off at night.

Ligentia is committed to sustainable procurement, as such all departments ensure goods and services purchased are the most environmentally friendly solutions and where possible buy fair trade, recycled and recyclable products.

This policy is actively communicated, reviewed and improved annually by a dedicated senior management team.