Yorkshire Talent Partners Ltd

Corporate Social Responsibility (CSR) Policy

Introduction At Yorkshire Talent Partners, we believe in conducting business with integrity and social responsibility. Our commitment to Corporate Social Responsibility (CSR) is rooted in our core values: Respectful, Empathetic, Authentic, and Loyal (REAL). These values guide our approach to ethical business practices, community engagement, environmental sustainability, and employee well-being.

1. Respectful: Ethical Business Practices We operate with honesty and fairness, ensuring that all stakeholders—including employees, clients, candidates, and partners—are treated with dignity and respect. We commit to:

- Upholding ethical recruitment, employment, and redundancy practices.
- Promoting diversity, equity, and inclusion in the workplace.
- Maintaining transparency and integrity in all business operations.

2. Empathetic: Community Engagement We believe in making a positive impact in the communities where we operate. By actively engaging with local initiatives and charitable organisations, we strive to contribute to societal well-being. Our commitments include:

- Partnering with charities and social enterprises to support underrepresented job seekers.
- Encouraging employees to volunteer and engage in community service projects.
- Supporting local businesses and initiatives that align with our values.
- Providing redundancy support services to businesses and individuals facing job loss, offering career transition guidance, CV support, interview coaching, and emotional support, to help them secure new employment opportunities.
- Supporting local schools by delivering employability skills programs, helping students prepare for future career opportunities.

3. Authentic: Environmental Responsibility We recognise our responsibility to minimise our environmental footprint and support sustainability efforts. Our environmental commitments include:

- Reducing waste and promoting recycling within our operations.
- Encouraging remote work and digital solutions to minimise paper use and emissions.
- Partnering with environmentally responsible suppliers and businesses.

4. Loyal: Employee Well-being and Development Our people are at the heart of our success, and we are dedicated to creating a supportive and inclusive workplace. We commit to:

- Providing professional development opportunities to support career growth.
- Fostering a healthy work-life balance through flexible work arrangements.
- Prioritising employee mental health and well-being through wellness initiatives.
- Offering redundancy support services to employees affected by workforce changes, ensuring they have the tools and guidance to transition into new roles successfully.

Implementation and Accountability We are dedicated to continuously improving our CSR initiatives and measuring our impact. Yorkshire Talent Partners will regularly review and update our CSR strategy to ensure alignment with best practices and evolving societal needs.

This policy is embedded in our company culture, and we encourage all employees and stakeholders to uphold and contribute to our CSR commitments. By staying REAL, we reinforce our dedication to making a meaningful and lasting impact.

Reviewed: September 2026