



Listen
Deliver
Partner

AIT Partnership Group Ltd

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Corporate and Social Responsibility Policy Statement

Our goal is to build a sustainable business generating sufficient profits to meet the needs of our customers, employees and suppliers. We take our responsibility for reducing carbon output and caring for the environment seriously by promoting energy saving solutions and services and complying with ISO 14001. We provide flexible working arrangements generous holiday allowances and a focus on Health and Safety as evidenced through our many accreditations including ISO45001. Our policies and behaviours are rooted in our core values which underpin a culture of consideration and inclusion

Our Core Values

- We listen
- We deliver
- We partner
- We say “Yes” innovating and adapting to deliver on our promise
- We care about our work and won't compromise to make short term profit.
- We don't sell technology - we meet our customers' business need
- We tell the truth to ourselves and to others
- We are kind and support each other
- We delegate authority not to rank but to knowledge and competency
- We take responsibility for our actions
- We are curious to learn new skills and gain new knowledge

Business Ethics

The senior management team is committed to ensuring the highest level of integrity and ethics. A culture of fair play has been developed which is strongly defended against short term business pressures in the interest of developing long term open and sustainable partnerships.

Governance

:AIT firmly believes that the three pillars of governance (transparency, accountability, and security) are vital to the continued success of our organisation. Our approach is to foster long-term professional relationships amongst all its stakeholders whilst fulfilling its legal obligations.

Assurance:

Our aim is to continuously check, review and revise our processes and procedures to ensure that we always provide the highest standards of service delivery. This extends to all our staff through a defined training programme to ensure their continual professional development. For many years AIT has engaged in an



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approved apprentice scheme. We see tremendous value in bringing the next generation of talent into the workplace.

Environmental awareness

We are actively engaged in helping private and public sector organisations reduce their environmental impact by providing innovative solutions across our core technology divisions that help to monitor and reduce energy consumption. We promote solutions that minimise energy consumption and reduce the carbon footprint of our customers and protect natural supplies. We will continue to develop solutions and services that minimise non-renewable energy consumption and waste

AIT is not required to be registered under the WEEE compliance scheme although we provide a recycling service on all products and equipment sold by returning them to our manufacturing partners all of which are all fully registered and compliant under the WEEE regulations. We also operate a chargeable collection service through a specifically chosen WEEE registered waste disposal company.

Stakeholders Needs

We believe that there is a business imperative and a moral obligation to carry out our activities in a socially responsible and environmentally sustainable manner. Our approach is to build a strong company that will deliver tangible benefits to our stakeholders:

Our Team – we train and develop people in roles providing fulfilling employment whilst maintaining a culture which encourages an enjoyable life-work balance. We are an equal opportunities and Living Wage employer, and we take very seriously our responsibility to foster talent and provide employment in our local communities, several members of our team joined AIT as apprentices.

Our customers - our approach to client engagements is to listen carefully to understand their business needs and align our solutions and services to meet them.

Our supply chain –we develop mutually beneficial long term partnerships and innovative solutions to meet the needs of our clients. Our supplier on boarding and management processes ensure that our suppliers meet our environmental, security and ethical standards. .

Our role in the community – we recognise the environmental, social and economic needs of our local communities and continue to support local charities, schools and sports clubs. We encourage our team to volunteer and support local charities.