

## **GEM Corporate Social Responsibility Statement**

At GEM our philosophy is based squarely on the principle of responsibility, not just responsibility to our shareholders but to the broad stakeholder groups we interact with and have the ability to influence. Responsible business means taking responsible decisions which are in the wider interest.

At GEM we fundamentally believe that through our growth and ultimate success, we can have a positive influence on the region, our society at large and the individuals and businesses we interact with.

### **Values:**

- Accountable, Value Driven, Innovative, Knowledgeable, Partner
- Promote our values in all we do
- Values lead engagement both internal & external
- Encourage behaviours which align with our values
- Create collaborative partnerships

### **Formalise Policy:**

- Communicate our CSR efforts in all we do
- Develop systems & processes to structure objectives
- Centralise & continuously review our policies
- A handbook to guide us

### **Education & Workforce Development:**

- Engage & support education in the community
- Foster young enterprise
- Work placements or work experience assignments
- Professionally trained team - REC
- Encourage skills development
- Raise aspirations

### **Professional & Regulatory:**

- Adhere to legislative & regulatory framework – REC, Law, Ofsted & ESFA
- Be guided by industry body codes of conduct - REC
- A safe place of work for all / responsible about waste & the environment

### **Business & The Community:**

- Play an active role in the local business community & groups
- Support not for profit organisations / Align with prominent brands
- Ethical procurement practice, aligned to regional growth & minimising environmental impact
- Successful collaboration with all partners
- Share good practice & network profusely
- Give time, money or resources

**Employee Interests:**

- Support existing employee charitable interests
- Motivate and encourage participation in the community
- Promote physical well-being
- Promote cultural values

**Regional Promotion:**

- Support promotion of the North East
- Interface with regional agencies
- Local procurement policy
- Be proactive in looking outward

We are nevertheless determined to devote ourselves to, and measure ourselves against, this endeavour.