



## CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

Date Created	01/01/2025
Status	Final
Version	3.0
Review Date	01/01/2026
Owner	Data Protection Officer
Approved By	Managing Partner

### 1. OBJECTIVE

Greenway Training Corporate Social Responsibility (CSR) policy refers to our responsibility toward our environment. We are committed to conducting our business ethically, socially and responsibly and to contribute to sustainable development.

Our aim is to be a responsible business that meets the highest standards of ethics and professionalism.

### 2. RESPONSIBILITIES

The policy applies to learners, instructors, assessors, examiners, verifiers and quality assurers. It may also refer to suppliers and partners.

### 3. POLICY FOCUS

- **People:** Provide a safe secure healthy work environment
- **Environment:** Contributing to the renewables and sustainable operations within the business and reducing the environmental impact of our operations
- **Society:** Supporting the local and further reaching communities

### 4. POLICY ELEMENTS

Our policy's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

### 5. COMPLIANCE

**Legality:** We will:

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

**Business ethics:** We will always conduct business with integrity and respect to human rights. We will promote:

- Safety and fair dealing
- Respect towards our customers
- Anti-bribery and anti-corruption practices

**Relationships with Customers:** We will be responsive to customer needs and provide a quality assured service that incorporates all relevant legislative considerations.

**Suppliers and Partners:** We will treat suppliers fairly and driving CSR codes of practice throughout the service we offer.



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**Health and safety:** We will embed in all activities and processes for the provision of a safe working environment, wherever that may be.

**Protecting people:** We will ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local people.
- Support diversity and inclusion.
- Human rights

Greenway Training is dedicated to protecting human rights. We are committed to equal opportunity and will abide by all fair practices. We will ensure that our activities do not directly or indirectly violate human rights in any country.

### 6. PROACTIVENESS

**Donations and aid:** We may make monetary donations. These donations will aim to:

- Advance education and community events
- Alleviate those in need
- Volunteering

We will encourage our people to volunteer. They can volunteer through programs organised internally or externally. We may sponsor volunteering events from other organisations.

**Preserving the environment:** We will recognise the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We will always follow best practices when disposing of waste and using chemical substances. Examples of relevant activities include:

- Recycling
- Conserving energy
- Organising reforestation excursions
- Using environmentally-friendly technologies

**Environmental impacts:** We will manage business development activities in order to maximise on recycling opportunities and minimise the risk of pollution and waste.

**Sustainable development:** We will manage the long-term impacts arising from the communities that we interact with including energy efficiency, transport, meeting social and economic needs.

**Supporting the community:** We may initiate and support community involvement, charitable giving and engagement with local communities through funding, support and work experience programmes.



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**Ethos:** We will encourage high standards of professionalism throughout Greenway Training and promote best practice in respect of ethical behaviour. We will be open to suggestions and listen carefully to ideas. We will try to continuously improve the way we operate.

We will readily act to promote our identity as a socially aware and responsible business.