



Ixion Group

**Corporate Social
Responsibility Policy**

INTRODUCTION

The Ixion Group of companies (Ixion) has made a commitment to work with all of our stakeholders, by having a regard for their interests in the way we do business, by taking into account our impact economically, socially, environmentally and in terms of human rights.

We understand that as a business we do not exist in isolation, but have an impact on our local community and the wider world, and as such, must behave responsibly and abide by ethical values that underpin all of the work we do, our policies and practices.

As such, we aim to work closely with our employees, customers, suppliers, partner organisations and local communities, by engaging in dialogue and ensuring that as a business we are able to achieve growth, which is based on sustainable principles, strategies and resources.

We therefore aim to set a high standard of performance in the way we operate and do business. We will always balance short and long term interests of the business and stakeholders by integrating ethical, social, economic and environmental considerations into our business decision making.

Ixion Holdings Ltd acquired Computer Gym (UK) Limited - now called Ixion CG Limited - in April 2010, and is actively working towards implementing this policy throughout this multi-site company.

CORPORATE SOCIAL RESPONSIBILITY VISION

Workplace Environment – to ensure we have a safe environment and a values led culture within the business. Respecting diversity and ensuring all employees and customers act in an ethical way at all times.

To support this vision we have created policies which include *Health and Safety, Equality & Diversity, Safeguarding Children and Vulnerable Adults, Harassment and Bullying, Whistle Blowing, Complaints and Appeals, and Data Protection.*

Community Investment – to continuously monitor and improve the impact of our business on local communities, with the aim of making a positive contribution. For example, the *Ixion Challenge*, in which small and medium sized businesses compete for a monetary prize. As Ixion Holdings Ltd is a not-for-profit organisation, the Challenge is a way for us to use our surplus income, to invest back into the regional economy.

Environmental Sustainability – to adopt practices to minimise our environmental impact, for example, waste reduction, recycling energy, water conservation, sourcing responsibly, and buying locally to save fuel costs.

To support this vision we have created policies including *Environment and Sustainable Development, and Sustainable Procurement.*

CORPORATE GOVERNANCE AND MANAGING RISK

Good governance within the Ixion Group ensures Corporate Social Responsibility is owned by the Board of Directors and embedded throughout the organisation.

We identify and manage risk within the business so we can meet our responsibilities and also protect our reputation. We have a Risk Policy in place for the Group which describes detailed risk management processes within the organisation.

CORPORATE VALUES AND BUSINESS PRINCIPLES

Our Corporate Values underpin the way we operate and do business and make us a values led organisation. They are:

- Future:** Forward Thinking
- People:** Inspiring
- Outcome:** Successful
- How:** Simpler, Faster, Personal

Our vision statement reflects the level of our commitment to the way we work:

“To drive successful business change & organisation development for employers that transforms both their business outcomes and people’s lives through greater Skills, Leadership & Learning”

RESPONSIBILITY FOR IMPLEMENTATION OF THIS POLICY

We believe that it is everyone’s responsibility to ensure this policy is implemented. Roles and responsibilities are as follows:

- The Group Chief Executive has overall responsibility for ensuring that sufficient resources are available to facilitate the effective implementation and maintenance of this policy. The Group Chief Executive is accountable to the Ixion Holdings Board;
- The Management boards and the Senior Management Teams are responsible for implementing this policy; and will give their full support to identifying and changing corporate processes and practices in support of corporate social responsibility;
- All Ixion employees are responsible for ensuring that they comply with this policy in all of their dealings with customers, suppliers, partner organisations and local communities.



RESPONSIBILITY FOR MONITORING THIS POLICY

This policy will be reviewed annually (or more frequently, if legislation and/or best practice make it necessary) by the Ixion Management Board and the Ixion CG Management Board , in order to ensure its continuing relevance and at the Ixion Holdings Audit Committee. Any changes to be approved by the Ixion Holdings Board.

Any changes to the policy will be communicated to all employees.