



# Join the Dots

Recruiting & developing **extraordinary** people

## Corporate Social Responsibility Policy

Join the Dots Recruitment and Training Limited recognise that our company can make a significant impact on its staff, customers, society and the environment. Our Corporate Social Responsibility policy ensures that this impact is positive and we believe that this plays an important role in the success of our business.

### The Principles

Join the Dots Recruitment and Training Limited is committed to reducing our company impact on the environment, investing in our people, respecting ethics and dignity, whilst supporting the communities we work in.

Our commitment seeks to;

- Engage with all our stakeholders, listen to their concerns and strive to eliminate our negative impacts.
- Comply with and, where possible exceed all current environmental legislation.
- Aim to continually reduce consumption of energy and materials.
- Promote staff health and protect the workforce whilst at work.
- Encourage further staff development.
- Uphold labour rights and follow current law on discrimination.
- Remain loyal to the communities we work in, carrying out fund-raising.

Regarding Health and Safety we take responsibility for ensuring that all staff and visitors work in a safe and healthy workplace, as well as being committed to minimizing the environmental impact of our business activities.

Join the Dots Recruitment and Training Limited recognise that our company has the potential to make a significant impact on its staff, customers, society and the environment. This Corporate Social Responsibility document ensures that this impact is a positive one and we believe that this plays a vital role in the success of our business.

### Environmental Responsibility

Join the Dots Recruitment and Training Limited will comply with and where possible, exceed all current environmental

legislation. We aim to continue reducing consumption of energy and materials, and as part of this will ensure all employees are trained and informed of our environmental policy and their own role in its fulfilment.

Handouts are emailed in preference to printing unless required to complete practical work on development events

### Join the Dots Recruitment and Training Limited

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Telephone **Birmingham office** +44 (0)121 516 0755 **London office** +44 (0)203 892 5018  
**[www.jthedots.com](http://www.jthedots.com)** Registered in England and Wales Company Number 10368594



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## **Investing in our People**

At Join the Dots Recruitment and Training Limited we at all times promote health, protect the workforce whilst at work and promote excellent staff 'processes' and continuous professional development

## **Ethics and Dignity**

The Join the Dots Recruitment and Training Limited team will at all times follow current law on employment and discrimination.

No person will ever be employed who is under the legal minimum age of employment.

Fair and reasonable pay and terms are provided for all our employees.

Negative discrimination including racial or sexual discrimination is prohibited.

Employees are treated with respect and dignity. Physical or verbal abuse, harassment or other forms of harassment are strictly prohibited

Signed

*Martin Rafe*

Martin Rafe MBA MCIPD CertRP ACPABNLP  
Talent Development Director

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