



Please upload: 1) details of your Health & Safety Policy, 2) details of Corporate Social Responsibility (CSR) Policy, 3) details of your Equality and Diversity Policy

Health & Safety Policy

The WYG Group Health and Safety Policy is an important part of our employee induction and is available on the Company intranet. In addition, our employee handbook is circulated to all employees and details all policies and employee responsibilities, including those around health and safety. Employee contracts include a clause on adherence to the Group Health and Safety Policy and procedures and all employees are fully aware of their contractual responsibility to comply.

We also monitor compliance to the Health and Safety Policy through audit of the organisation and its arrangements for health and safety. The audit results highlight the extent to which the policy is followed. Any resulting issues are analysed with corrective and preventive action instigated to improve compliance.

Corporate Social Responsibility (CSR) Policy

At WYG we apply our skills to create a positive, sustainable future for our business, society and the environment. We define sustainability broadly, covering all of the social, environmental and ethical aspects of what we do to help our clients meet their own sustainability goals. We understand that sustainability needs to be embedded in our own business strategies, decision making and practices at all levels and to that end, the Board, its committees and the operational management of the business routinely take account of social, environmental and ethical risks and opportunities in their decision making.

Equality and Diversity Policy

We make sure that all new starters are educated as part of their induction in terms of their responsibilities under the Equality Act and the requirement of them to adhere to our policies including the Diversity and Equal Opportunities and Dignity at Work policies.

We have a Diversity Good Practice Guide for line managers which underpins our Diversity and Equal Opportunities and Dignity at Work policies. We are also currently undertaking a programme of line manager training and diversity and equality will be included on one of the modules as a refresher for all line managers.