



CSR Policy

xsem



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Policy brief & purpose

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our people, customers, suppliers, local community, wider world and the environment.

Here at XSEM, we recognise that our existence is part of a bigger system of people, values, other organisations and nature. We believe that the social responsibility of a business is to give back to the world just as it gives to us.

Principles

Our approach to business is guided by commitments to the following principles:

Leadership, Inclusivity, Transparency, Integrity, Stewardship and Continuous Improvement.

Important Issues

Our business faces many challenges and opportunities. Due to their direct impact on us and our stakeholders we have prioritised the following issues that need to be addressed: Climate change, water conservation, accessibility following the model remove, reuse, reduce, recycle.


Scope

This policy applies to our business XSEM Ltd and where partnerships exist, with our clients and suppliers.

Policy Elements

Here at XSEM, we want to be a responsible business that meets the highest standards of ethics and professionalism.

Our company's social responsibility falls under two categories: compliance and proactiveness. Compliance refers to our company's commitment to legal requirements and willingness to observe our community values.



Regarding our proactiveness, we aim to consider and promote wherever possible a happy and healthy local community, wider world, the environment and everyone's human rights.

Compliance

Legal requirements

XSEM will:

- Respect the law
- Honour our internal policies
- Ensure that all our business operations are legitimate
- Keep all our partnerships and collaborations open and transparent

Business ethics

We'll always conduct business with integrity and respect for others. We'll promote:

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

Protecting the environment

XSEM recognises the need to protect our natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing of waste and take every opportunity to minimise waste. In addition, we'll use environmentally friendly and cruelty free products for cleaning and personal use. We will always promote sustainable events, concept elements and programmes to our clients following the remove, reduce, reuse, recycle model.

Protecting people

We'll ensure that we:

- will actively create and maintain a healthy and safe environment.
- avoid disrupting the lives of local community.
- promote Health & Wellbeing.

- support diversity and equality.

Human rights

XSEM is dedicated to protecting human rights. We are a committed equal opportunity employer and abide by all fair employment practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country such as forced labour or modern slavery. This will include but not limited to:

- sourcing ethical products.
- engaging in discussions about these options with our suppliers.
- promoting the use of ethical products with our clients.

Proactiveness

Donations and aid

XSEM will preserve a budget to make monetary donations. These donations will aim to:

- advance the arts, education and community events.
- alleviate those in need.

In addition, we'll donate goods wherever possible to community groups, for example:

- give unused toiletries captured whilst at hotels/events
- offer left-over food
- offer an opportunity for employees to donate pizzas and hero prizes

Volunteering

XSEM will encourage our employees to volunteer. They can volunteer through programmes organised internally or externally. Each employee will be allowed x day/s per year to participate in a volunteering activity.

Preserving the environment

XSEM will proactively protect the environment, some examples can be found below:

Examples of relevant activities include:

- purchasing products with minimal or no packaging wherever possible
- promoting 'greener' transport

- purchasing environmentally friendly and cruelty free products for cleaning
- recycling of waste
- paperless office procedure where possible
- conserving energy
- offsetting our carbon footprint with conservation work
- promote opportunities for our clients to off-set their carbon footprint
- promote opportunities for our clients to include environmentally friendly alternatives for their events, for example products, give-aways and sustainable venues
- use environmentally friendly technologies
- promote car-sharing, especially going to events and meetings
- promote the 'cycle to work' scheme

Supporting the community

XSEM will initiate and support community investment and educational programmes, for example provide support to not-for-profit organisations, youth groups and teams.

Teams will pro-actively look at ways in which donations can be raised for groups, and individuals will be encouraged to identify organisations/groups that would benefit from support.

Education and Learning

XSEM value all routes of education. We actively hire and invest in:


- apprentices
- university placement students
- work experience students
- people studying towards professional charterships

Objectives

We commit to:

1. Minimize environmental impacts in the areas of waste, water, energy and air quality.

- in internal business procedures
- in client proposals and events

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2. Give back to communities by volunteering and donating resources.
 3. Ensure our supply chain has responsible social and environmental practices.
 4. Create innovative approaches to minimize negative environmental impacts
 5. To ensure sustainability innovations are introduced to client projects: 1 per project, minimum.

Reporting

1. We will internally report on our progress against these goals once per year.
2. Internal senior reviews will be held at least once per year.
3. Management reviews will be conducted quarterly.