

Corporate Social Responsibility Policy

This statement sets out telent's strategic commitment to Corporate Social Responsibility and covers all aspects of our business activities.



Commitment

telent is committed to implementing practices that promote economic security, social betterment and environmental stewardship and strives to continually improve performance in these areas. We are also committed to supporting the local communities in which we operate.

To telent, CSR is about managing our overall impact on society. This includes the direct impact of operations and the wider impact of the business across the value chain, from suppliers to customers and consumers. It also covers the voluntary contributions we make and how we use our position to help the communities of which we are a part.

For our business

- Provide value to clients in addressing their CSR and sustainability requirements, by building these into our solutions and the way we deliver projects;
- Realise sustainable procurement of the goods and services used in our operations; and
- Achieve performance that supports the Company's economic success, the welfare and development of employees, the preservation of the environment and the betterment of the local communities we operate within.

For our people

- Ensure education and training materials are available to all staff on CSR and Sustainability issues relevant to the business; and
- Provide support for innovative approaches to implementation of CSR strategies on projects.

For our environment

- Prevent and minimise pollution within the scope of our activities;
- Use resources efficiently and minimise waste, usage of water, energy and other consumables;
- Maintain an on-going objective to reduce carbon emissions in our operations; and
- Actively review and address our climate change opportunities and risks.

For our external relationships

- Develop and maintain partnerships that enable the exchange of ideas and the promotion of CSR leadership;
- Develop and maintain supporting relationships with educational organisations and schools;
- Maintain and develop our corporate charity arrangements and relationships with local charitable and community organisations ; and
- Support relevant community projects.

As a minimum this policy, and our performance in meeting its requirements, will be monitored and reviewed annually by the telent Senior Management Team.

Joanne Gretton
Chief Executive Officer

