



## BESPOKE MANPOWER

GTS is committed to operating its business in a manner that is both sensitive and responsible with proper regard to its legal obligations and according to relevant directives, regulations and codes of practice.

It is also committed to supporting the Government's vision for Corporate Social Responsibility, specifically:

- ▲ Promoting business activity that brings simultaneous economic, social and environmental benefits
- ▲ Encouraging innovative approaches and continuing development and application of best practices
- ▲ Ensuring the best minimum levels of performance in areas such as health & safety, the environment and equal opportunities
- ▲ Creating a framework that facilitates business practices that balance profit and success with achievement of social and sustainability goals
- ▲ Taking an active part in supporting the local community and social causes

### Our Commitment to Corporate Social Responsibility

GTS recognizes that its operations have an effect on the communities and environment in which it operates. GTS is committed to operating in a socially responsible manner, supporting a number of local communities and social / charitable causes, as well as running its operation in an environmentally sustainable manner.

### Supporting and working in Local Communities & Social Responsibilities

GTS is proud to support local community projects we heavily invest in recruiting locally to ensure that a percentage of our workforce are local to the projects we are working on.

### Employees

We are committed to ensuring that we provide a motivational, fulfilling and fair environment in which to work. We focus hard on recruiting and retaining the best people, recognizing their achievements and rewarding their efforts. We invest in our people.

### Our values

We believe that much of our success can be attributed to the values that we hold and that are embedded throughout the organization. GTS's core values are as follows:

- ▲ To provide a professional service to our clients and our candidates
- ▲ To be courteous, honest and behave with integrity at all times
- ▲ Always act wholeheartedly in the best interests of GTS
- ▲ Have quality, ambition and teamwork as core principles
- ▲ Treat each other equally and with respect and dignity

### Equal opportunities

It is GTS's aim to create an environment that encourages and values diversity within its workforce and builds on the difference's individuals bring, enabling GTS's continued success. We seek to promote diversity and to respond to the needs of all individuals in a fair and equitable manner, whilst observing our commitment and responsibility to current legislation. To achieve this GTS will:

- ▲ Fulfil its social responsibility towards its employees, temporary workers and the communities in which it operates
- ▲ Recognize all of its legal obligations
- ▲ Make all opportunities (including advertising, interview and selection processes, promotion and training) as accessible as possible to under-represented and protected characteristic groups
- ▲ Endeavour to attain a workforce that is representative of the communities from which it is drawn to secure the widest pool of talent possible
- ▲ Recruit, train and promote the best person for the job, to make full use of the talents and resources of all our employees

# CSR POLICY

V.1. June 2021

- ▲ Create a working environment free from unlawful discrimination, victimization and harassment in which all employees are treated with dignity and respect
- ▲ Periodically review its selection criteria and procedures to ensure that they remain compliant and maintain a system that ensures fairness
- ▲ Distribute and continuously publicize its Equality & Diversity Policy throughout GTS, to employees, temporary workers, clients, partners, visitors to GTS, in advertising, and elsewhere as appropriate
- ▲ Provide the facilities and opportunity for any employee who believes that they have been treated inequitably within the scope of this policy to raise the matter through the appropriate grievance or complaints procedure
- ▲ Log all reported instances of harassment and take action to mitigate and minimize harassment and victimization wherever possible
- ▲ Ensure that employees understand that breaches of this policy will not be tolerated and could lead to disciplinary proceedings

### Health, Safety & Environment

It is GTS's duty to ensure, so far as is reasonably practicable, the health, safety and welfare at work of all employees. In particular, to: Maintaining healthy and safe premises, as well as a healthy and safe working environment

- ▲ Providing and maintaining safe systems at work
- ▲ Providing health and safety information and training
- ▲ Publishing and regularly updating a Company Safety Policy
- ▲ Ensuring safety in the use of articles and substances
- ▲ Conducting special risk assessments for expectant, new mothers and young person's
- ▲ Providing such information, training, instruction and supervision as is necessary to ensure the health and safety at work of all employees
- ▲ Publishing our H&S manual with contents covering at least the following areas:  
Health & Safety Policy Statement, Health & Safety Rules, Accident Recording and Reporting, Communication and Consultation, Contractors, Carbon Policy, Disabled Workers, Electricity, Fire, Fire and Emergency Evacuation, Manual Handling, Personal Protective Equipment, Risk Assessment, Smoking Stress at Work, Training for Health & Safety, Water waste.

### Clients

GTS endeavour to ensure that all Client relations are maintained and upheld in a professional manner. All client requests and requirements are a priority and we commit to ensure we are acting in their best interests to deliver a first-class service. We aim to monitor our client satisfaction surveys to continue to strive to guarantee we are offering the most competitive and comprehensive service to ensure we are consistently performing.

### Supply chain

GTS will confirm that we will only operate a fair and best practice policy to all suppliers.

### Review

This policy will be reviewed regularly and may be altered from time to time in light of Legislative changes or other prevailing circumstances.

Signature

*Rav Madhani*

Date

0 2 0 8 2 0 2 1