



Risk Management Ltd policy on corporate social responsibility

As a risk management consultancy it is the policy of Risk Management Ltd (RML) to:

- treat all people equally and with respect, regardless of gender, ethnicity, age, ability or other personal characteristics
- promote the health, safety and welfare of company employees both inside and outside work hours
- work to protect and enhance our environment
- act ethically in the interests of clients.

Equal opportunities and treatment

RML is a small business operated at a family level where employment opportunities are unlikely. Associates engaged to work with us are selected solely on their competence for the required work.

When interacting with people outside the business, employees are required to treat all people equally and with respect.

People with disabilities

RML recognises that its offices provide poor access for visitors with disabilities. We rarely host professional visitors on our site and arrange meetings at places convenient for any colleagues or clients with disabilities.

Workplace health, safety and welfare

RML is a white-collar employer so staff and associates are not expected to be exposed to immediate risks to their health, safety or welfare. Accordingly, the following risk controls are in place and discussed with staff.

We provide office furniture, computer equipment and related technologies that are chosen by employees to meet their ergonomic and personal needs.

Staff members are encouraged to take "health breaks" from desk-based work by engaging in tasks that provide appropriate physical exercise – including walking to a local café daily for a coffee break.

RML provides nuts and fresh fruit as snacks for employees and associates working on site.

The whole RML site is smokefree.

When staff members visit clients' sites they must observe any site-specific rules or requirements for health and safety. RML provides some personal protective equipment (hard hat, eye protection, hearing protection, "hi-vis" vests, cotton overalls and safety footwear) and will provide other equipment if required.

Moderate alcohol consumption is permitted at business social events but no employee or visitor is allowed to drive home after such events if they have been drinking. A taxi is used for such travel and paid for by the company.

Environmental policy

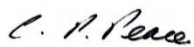
RML avoids needless waste and reduces or recycles any waste materials. All office lights are fitted with low power consumption bulbs and IT equipment is, where possible, low power consumption.

Ethical behaviour

RML:

- acts in the best interests of clients
- avoids conflicts of interest
- does not provide consultancy services to tobacco companies.

This policy is posted on the RML website and a copy given to each employee.

Signed	Date	Review date
 Principal consultant	11 October 2011	11 October 2012

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Last updated: 11 October 2011