

Corporate Social Responsibility Policy

Challenge Manager are committed to ensuring that our business practices support and enhance the communities in which we live, and that we minimise detrimental environmental impacts from the activities we undertake in the course of providing our services.

We endeavour to work ethically and with respect for those we interact with, and in doing so we strive to encourage others to act in similar ways.

We work within the CSR objectives laid down by our clients and aim to ensure that any work we undertake positively contributes to the achievement of these objectives.

Community

Challenge Manager was founded on a management development product that had CSR at the very core of its inception. Management teams work together to demonstrate, build on and enhance the leadership skills they have developed on our management programmes, through completion of a “real world” task. This task always aims to show that the impossible can be achieved...usually within just one day! Teams are required to complete a local community or charity project that has high value for all of those involved – for the client business, the leaders and employees from that business, the community group or charity and for Challenge Manager.

Challenge Manager Directors volunteer time and expertise freely to charity groups across the UK through a National Organisation established to help charities make their budgets go further, so that more funds are able to be directed to the relevant causes instead of administrative functions within the running of the charity.

Challenge Manager Directors are involved in projects such as Young Enterprise and Princes Youth Business Trust, enabling us to give something back and support future generations in developing skills and expertise to build successful businesses in the UK.

Environment

Challenge Manager recognises that our business activities have environmental impacts, both in terms of the services we provided and through the activities of our suppliers and customers.

In a number of areas we have direct control over the environmental impact and in other areas this is under the control of our customers and suppliers. We aim to work with customers and suppliers to understand and progressively minimise the environmental impact of services provided and purchased.

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Our services include the design and implementation of HR Support, Business Change and Development Programmes. Therefore, working in conjunction with customers, we aim to develop effective and efficient ways to protect and enhance the environments in which we operate.

Minimising environmental impact and maximising efficiency is an important consideration in our strategy. We are committed to measuring, appraising and reporting environmental performance, and looking for ways to continuously improve our performance. In the long term we aim to enhance the sustainability of our business and that of our customers, suppliers, partners and the wider community.

Challenge Manager aims to achieve these aims by:

- meeting and, where appropriate, exceeding, all applicable statutory requirements
- working to continuously improve environmental performance by setting and monitoring appropriate objectives and targets
- integrating environmental performance into our business processes
- taking environmental considerations into account in business decisions
- ensuring employees / associates / sub-contractors are aware of Challenge Manager's commitment to the environment
- working with suppliers and associates to include environmental considerations in the procurement processes
- using alternatives to scarce and non-renewable resources and giving them priority whenever economically viable
- consulting and involving relevant interested parties, including the wider community

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