
Corporate Social Responsibility Strategy

Everun Ltd is a company that aims to make a positive contribution to society. Corporate social responsibility (CSR) can help us to achieve our aim by focusing our attention on issues where we believe we can help.

What is CSR?

CSR can help an organisation to show it is socially responsible and environmentally sustainable. To be considered as socially responsible, a company's activities should benefit society. To be considered environmentally sustainable, a company's activities should not harm the environment. The principles of CSR can benefit both society and Everun. Our employees work together as one team who give their time and money to fundraising activities and community volunteering. We attract the right people by identifying those who share the same values as us.

Purpose of the Everun CSR Strategy

This strategy lays out the commitments Everun has made to CSR, and summarises the actions Everun will take over the next financial year, towards operating in a socially responsible manner. We achieve benefits from CSR by nurturing our skills and increasing teamwork across our business, whilst doing something positive for our community. A number of plans and policies feed into the Everun CSR strategy have already been developed.

These include:

- Health and Safety Policy – Everun is committed to conducting its business in a manner that protects the health and safety of its employees, contractors, stakeholders and the public.

Achieving the strategy

The Everun team will develop the strategy and work on achieving its aims. There are no specific guidelines on the charity or initiative that staff members are encouraged to volunteer with, but Everun expects that staff members will use the skills adopted in their normal workplace activities and further develop them through the voluntary exercise.

Charity fundraising

Annually, staff members are given the opportunity to nominate a charity to support through their fundraising activities for the coming year. The charities included are carefully considered to ensure that this cannot be perceived as a way to influence any stakeholder who may submit a concern over the work of Everun. Everun invites nominations for 'charity of the year' from its staff so that the charities put forward are meaningful to them and apply to their personal and social conscience. Participating in fundraising activities can also develop our staff members' personal skills. Everun also commits to taking part in national

charity events as well as nominated charity events, where they have been proposed by a member of staff. This includes things like the Macmillan Coffee Morning, Movember and Age UK. Any money raised as a direct result of activities associated with the national event will go directly to that charity. Promoting individual charity fundraising and achievements Everun is committed to promoting the good work and initiatives of its staff members, particularly when their contribution has added value to a charity. .

Equality and diversity

Equality and diversity are themes that are strongly represented within the values and Everun's code of conduct.

Advertisements for all vacancies also include a disclaimer regarding discrimination and encouragement for applications from diverse groups that are under represented by the current workforce. Voluntary bullying, harassment and discrimination advisors have been trained to support staff through any issues they may have on a one to one basis.

Signed:



Dated: 31/03/2020