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# Corporate Social Responsibility

## Corporate Responsibility

At Farla we endeavour to manage our business in a way that makes a positive impact on society and the environment, while reflecting our values of respect, integrity, teamwork, excellence and stewardship. We adopt this approach to corporate responsibility (CR) in our interactions with our people, our clients, our suppliers and the communities in which we operate.

## The Farla Approach

We think about CR in the widest possible context so that we can achieve the right balance between support and impetus at a firm-wide level with flexibility and choice at a local and individual level. We focus our support for activities in three key areas.

### Environment

We consider environmental factors when managing our business, formalised through an environmental policy covering efficient use of resources, recycling and education. This policy encompasses activities including an energy management programme, recycling schemes and a firm-wide education programme.

### Charity and Community

It is important to use that we make a positive contribution to the communities in which we operate. At a firmwide level we achieve this through:

- Membership of Business in the Community which gives us access to expertise and resources to evaluate and improve our approach.
- Our funds-matching policy in which we encourage people to raise money for charity by matching the amount in a donation from the firm; and

### Our People

Our relationship with employees is central to Farla's CR approach. Indeed, attracting and retaining the right people to deliver excellence to our clients is key to our success.

We offer a wide range of training and development opportunities to all employees, tailored to the individual. We also recognise that from time to time our employees may need additional support from us. Our Employee



Support Helpline gives employees and their families access to confidential counselling. We also work with Occupational Health specialists to ensure Farla provides appropriate support to employees affected by ill health.

### **Modern Slavery Act 2015**

Farla is committed to social and environmental responsibility and to the fair and humane treatment of people in its employment and in its supply chains. We have published a statement on our website in accordance with the Act explaining the steps we are taking to ensure slavery and human trafficking is not taking place in any part of our own business or our supply chains.