

Our Corporate Social Responsibility (CSR) Policy

Introduction

At Helix Hire, we believe that our responsibilities extend beyond our primary role as a recruitment consultancy. We are committed to making a positive impact on society and the environment through our actions and business practices. This Corporate Social Responsibility (CSR) Policy outlines our efforts to give back to the world as it gives to us.

Objectives

1. To operate in an ethical and transparent manner that contributes to the health and welfare of the community.
2. To reduce our environmental footprint and promote sustainable practices.
3. To engage in charitable acts and support local initiatives that contribute to community development.

Charitable Acts

Local Food Banks in Gants Hill

We pledge to make regular contributions to local food banks in the Gants Hill area. Our aim is to donate non-perishable food items every quarter. Employees are encouraged to contribute, and a collection bin will be placed in an accessible area within our office.

Community Projects

Helix Hire is committed to identifying and supporting suitable community projects in the regions where we operate. This may include but is not limited to:

- Educational programmes for underprivileged children.
- Skill development workshops for adults.
- Environmental clean-up initiatives.

Employees are encouraged to volunteer in these community projects, and the company will recognise and reward significant contributions.

Environmental Sustainability

We are committed to reducing our carbon footprint and will take steps to implement energy-efficient practices in our offices. This includes:

- Reducing paper waste by promoting digital communication.
- Implementing a recycling programme.
- Encouraging employees to use public transport or carpooling to reduce emissions.



Ethical Practices

Helix Hire will conduct business according to the highest ethical standards. This includes fair labour practices, equal opportunity employment, and a commitment to eliminate any form of exploitation.

Monitoring and Reporting

Our CSR committee will be responsible for the implementation and monitoring of this policy. An annual CSR report will be published to update stakeholders on our progress.

Employee Wellbeing

We are committed to the health and wellbeing of our employees. Helix Hire will provide a safe and inclusive work environment, along with opportunities for professional growth and development.

Supplier and Partner Guidelines

Helix Hire will only engage with suppliers and partners who adhere to our ethical standards and values. We will conduct regular audits to ensure compliance with our CSR objectives.

Transparency and Accountability

We will maintain transparency in our CSR activities and will be accountable for our actions. Any grievances or suggestions related to our CSR policy can be reported to our CSR committee for review.

Disaster Relief Contributions

Helix Hire will set aside a fund for disaster relief activities. This fund will be utilised to provide immediate aid and support in the event of natural disasters or other emergencies in the communities we serve.

Diversity and Inclusion

We are committed to fostering a diverse and inclusive culture. Our recruitment and employee policies will reflect this commitment, aiming for a workforce that represents the diversity of our community.

Stakeholder Engagement

We will engage with our stakeholders, including employees, clients, and the community, to gather input on our CSR initiatives. This will help us to continually refine and improve our CSR strategy.

Conclusion

We acknowledge that Corporate Social Responsibility is a long-term commitment. Through this policy, we vow to continually strive to make a positive impact on society and encourage our employees, suppliers, and stakeholders to do the same.

Annual Review

This policy will be reviewed annually to ensure it remains relevant and effective in achieving our CSR goals.