

Corporate and Social Responsibility Statement

We recognise that our social, environmental and ethical conduct has an important impact.

We therefore take our Corporate Social Responsibilities (“CSR”) seriously and are committed to advancing our policies and systems across the company to ensure we address and monitor all aspects of CSR that are relevant to our business. These include good ethical behaviour, concern for employee health and safety, care for the environment and community involvement.

We strive to maintain a productive and open dialogue with all parties who may have an interest in our activities including: customers, suppliers and employees. We conduct regular customer satisfaction surveys, monitor supplier performance and actively encourage feedback from our employees.

Talent Focus is committed to developing and implementing appropriate policies while adhering to a fundamental commitment to create and sustain long-term value enhancement. Talent Focus does not believe that, to date, the activities of the company present any significant environmental risks.

Ethics

Talent Focus expects that all of its business is conducted in compliance with high ethical standards of business practice. We apply these standards to all dealings with employees, customers, suppliers and other stakeholders.

- Talent Focus’ Ethics Policy has been developed to ensure that the business is conducted in adherence with high ethical and legal principles, and to set standards of professionalism and integrity for all employees and operations.

The following is a summary of the Ethics Policy:

- All employees have the right and responsibility to ensure that Talent Focus business is conducted with high ethical and legal principles.
- Our policy is to operate within applicable laws; discrimination or harassment of any kind will not be tolerated; as a matter of policy, we do not make political donations.
- No bribes shall be given or received.
- Conflicts of interest must be avoided.
- We aim to be a responsible partner within our local communities.
- Employees are encouraged and supported to report, in confidence, any suspected wrongdoings (“whistleblowing”).

Employees

Talent Focus aims to attract, retain and motivate the highest calibre employees within the context of an operating structure that encourages their contribution and development.

- An environment that fosters innovation and supports a culture of entrepreneurship and partnership are critical to Talent Focus' success.
- Employees are provided with numerous learning and development opportunities to fulfil their potential. A wide variety of both Talent and managerial courses and training materials are available to employees. These employment development opportunities are structured to align with Talent Focus' goals and objectives.
- Leadership development and succession planning are processes which are critical to the success of the business. These plans are regularly discussed and updated as the competition for talented employee's increases and the leadership needs of our business grow. Formal performance reviews are conducted and are linked to the values of the organisation.
- Talent Focus is committed to providing equality of opportunity to all existing and prospective employees without unlawful or unfair discrimination. Full support is given to the employment and advancement of disabled persons and this is reinforced through the Group's Ethics Policy.

Community

Talent Focus recognises the significance of local communities and we strive to be a responsible partner in the communities in which we operate.

- We encourage the support of community needs by contributing to local charities and community initiatives. Support takes the form of employee time and skills, gifts in kind and cash donations.
- By encouraging our employees to become involved in fund raising activities for local concerns and community initiatives, Talent Focus supports all ways of helping communities.