

A Policy for Corporate Social Responsibility (CSR)

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Introduction

Corporate Social Responsibility (CSR) is about managing our business in a way that balances our commercial interests and objectives with the economic, social and environmental interests of the wider communities in which we live and work.

This document sets out to define our policy with regard to issues of corporate social responsibility and also to guide and inform the decisions of everyone at Choice Healthcare Solutions.

Our Values

Choice Healthcare Solutions has a set of simple values which define the culture of our organization. Overall these values can be summarized by a simple statement:

Global commitment to excellence.

Delivering excellence for our clients requires:

- **Understanding**
 - *we understand our clients' businesses, the markets in which they operate and their issues and objectives*
- **Creativity**
 - *we develop products and services that will address our clients' needs and exceed their expectations*
- **Quality**
 - *each of our products and services is developed to the highest professional standards*
- **Service**
 - *we always go the extra mile in order to deliver the highest level of customer service*
- **Value**
 - *we provide excellent value for money and complete financial transparency*

Delivering excellence for our people requires:

- **Respect**
 - *a supportive environment in which each individual is respected and each contribution is valued*
- **Communication**
 - *a culture of open and honest communication throughout the organization*
- **Opportunity**
 - *opportunities to take on challenging and stimulating roles and responsibilities*
- **Development**
 - *a framework of on-going training and mentoring to support continual professional development*
- **Reward**
 - *a professional culture in which excellence and commitment are rewarded*

Our People

We aim to provide a creative environment within which our employees will have the freedom to think and to use their technical skills.

Choice Healthcare Solutions:

- Will select and promote our people on the basis of qualifications and merit, without discrimination or concern for race, religion, national origin, colour, sex, sexual orientation, gender identity or expression, age or disability.
- Will support appropriate training and career development for all our people.
- Will provide a safe and civilised workplace
- Will expect and promote mutual respect and understanding

We support the right of our people and their families to basic human rights including the right to organise, the right to collective bargaining, the right to fair conditions of work, freedom of opinion and expression and freedom from forced labour and child labour.

Our Clients and Suppliers

In all our relationships with clients, suppliers and other stakeholders we will be open, honest and transparent and will not pay or receive bribes or inducements of any kind.

Choice Healthcare Solutions will comply with applicable regulations and self-regulatory codes of practice in the countries in which they operate.

Our Community

Choice Healthcare Solutions is dedicated to building strong relationships within the local communities in which we work and to acting as a good neighbour.

Choice Healthcare Solutions will favourably consider opportunities to make appropriate donations to social and environmental organisations and to support charitable actions and initiatives among our people.

Choice Healthcare Solutions will uphold the principles contained in the United Nations Universal Declaration of Human Rights and the International Labour Organisation's fundamental conventions on core labour standards.

Our Environment

Choice Healthcare Solutions is taking steps to minimise our impact on the environment through reduction of waste and energy consumption. We encourage all our employees to consider the impact of their actions on natural resources.

Our goal is to be not only aware of environmental issues related to our business, but also to be responsible in the way we deal with our environmental impact.

Choice Healthcare Solutions will respect the environment by minimising their impact from:

- Energy use
- Transport
- Consumption of paper and other resources
- Water use

Compliance

All Choice Healthcare Solutions offices are required to comply with this CSR Policy and to report performance to head office on a quarterly basis.

We recognise that many different stakeholders have an interest in our business and we welcome discussion of our policies and performance.