



Collegiate Management Services Ltd

Corporate Responsibility Policy

We believe the principles of corporate social responsibility (CSR) and good corporate citizenship are key to our success. Our CSR stance focuses on four key areas: environment, people, procurement, client and marketplace, and community.

Environment

All our business activities have an impact on the environment and we have a clear responsibility to manage this impact as effectively as possible. Collegiate is committed to reducing wastage in the amount of natural resources used in the day to day operation of our business. We have transitioned to being a paperless office and recycle our kitchen waste. We have begun measuring emissions since 2024 and our group is in good standing to achieve its Science Based Targets.

People (human resources, health and wellbeing)

Our people underpin the value of our organisation. We are committed to treating all staff with fairness, respect and integrity and providing them with a healthy and safe working environment. We recognise the value that a diverse workforce can bring and we do not accept any form of discrimination. Collegiate also offers a benefits package, including training programmes where applicable, to attract, maintain and motivate high calibre staff and has an Occupational Health Scheme to assist with adjustments where necessary.

Procurement, Client and Marketplace

The Collegiate Board manages the business and ensures proper adequate corporate governance is in place. We have a zero-tolerance approach to Modern Slavery. We are committed to acting ethically and with integrity and transparency in our business dealings and relationships. We have a comprehensive supplier on-boarding and risk assessment process. Procurement works closely with supply chain relationship managers to complete the required due diligence to ensure that we manage and mitigate any associated risks, including our obligations under the Modern Slavery Act. We also conduct “right to work” checks and background screening for our employees in line with the applicable regulations.

Community (volunteering and fundraising)

Although we are a small firm, we take our responsibilities to the wider community seriously. We welcome employee driven initiatives to volunteer their energy, time and skills in the community, or to raise funds for charity, both as an individual firm and part of a larger group. Our current preferred charity is the Whitechapel Mission which has been serving the homeless and marginalised since 1876 – the charity provides a day centre, skills training and career advice, activity programmes and specialist support for complex needs.

Signed – Richard Turnbull

September 2025