

WHY CLAREMONT?



CORPORATE SOCIAL RESPONSIBILITY + HEALTH & WELLBEING

OUR PEOPLE

CORPORATE SOCIAL RESPONSIBILITY

Claremont is aware that its operations have an impact on our people, customers, suppliers, third party contractors and suppliers, as well as the wider community and the environment.

We commit to maintaining socially responsible behaviours, and to always act in an ethical way, with the highest standards of honesty and integrity, in everything we do. We expect no lesser standards from our suppliers and business partners, and endeavour to foster fair trading relationships with all organisations

Claremont is committed to creating and maintaining a positive and healthy working environment so that our people feel supported and valued. We prioritise employee health, safety and wellbeing, and deliver a comprehensive Health & Wellbeing programme.

We recognise and celebrate people's achievements in the form of quarterly recognition awards and the Employee of the Year award chosen by colleagues. Our career development process aligns people's individual career objectives to those of the company and encourages and supports our people in achieving their ambitions.

We promote equal opportunities, diversity and inclusiveness in all our people practices. Our people are expected to:

- Treat everyone fairly and with respect
- Be open to change and new ways of working
- Seek opportunities to be involved in volunteer projects and fundraising opportunities
- Actively promote the company's commitment to being a responsible employer
- Consider ways in which the company can be more socially responsible

Our *Investors in People Platinum* accreditation and *Better Health at Work Silver* award support our commitment and successes in this area.

CLAREMONT

The UK's leading provider of Oracle Managed Services, Hosting and Consulting for Oracle E-Business Suite and Oracle Cloud Applications.



OUR ENVIRONMENT

We are committed to behaving responsibly and minimising the impact of our operations on the environment by:



Efficient Printing



Reducing the amount of waste produced by the business



Ensuring that water & electricity is used responsibly by our staff



Recycling materials as extensively as possible



Using technology to lessen the need for travel



Using public transport wherever possible when travelling is unavoidable

COMMITMENT

We are fully committed to the principle of Corporate Social Responsibility and aim to ensure that no relevant policy decisions are made within the business, without first evaluating the potential CSR impact.



OUR COMMUNITY

We are keen to support community initiatives and charitable work. For a number of years, the company has made 'payday donations' each month to two local, national and international charities chosen by its employees.

Claremont has also supported a number of charities financially over the years with various company fundraising events linked to our Wellbeing activities. Donations are also made on behalf of employees, customers or suppliers through sponsored events.

We also give our time to worthwhile causes, such as supporting the restoration work of historic buildings.

The Claremont kids club sponsorship is a popular initiative with our employees, and benefits the local community too. Sponsorship of £1,000 per year is awarded to children's community clubs which have been nominated by employees. Successful recipients include Gateshead Stadium Junior Netball Club and Hale United Junior Football Club.

AWARDS

- European Best Employer to Work For Channel Partner Insight MSP Innovation Awards 2021
- CIPD North East of England for Excellence in SME People Practice
- CIPD North East of England for Excellence in Leadership
- SPI Research Best of the Best for Top-Performing Professional Services 2019

INVESTORS IN PEOPLE®
We invest in people Platinum





Our efforts in supporting our people are rewarded in terms of high staff retention (95%) and a 'World Class' Employee Net Promoter Score of 93% , externally recognised in the form of our Investors in People Platinum accreditation and our Better Health at Work award.

HEALTH & WELLBEING

Claremont's assets are its people, and our people are our top priority. Claremont's delivery excellence is entirely down to the fantastic performance of our team who are at the top of their game.

In order to produce excellent work and live the Claremont values every day, thereby providing the very best service to our customers, the wellbeing of our employees is paramount.

The aims of Claremont's health & wellbeing strategy are:

- To build resilience and focus on the wellbeing of our people, resulting in a healthy and happy team who want to come to work
- To create a physical and cultural environment which supports our people and enables them to thrive personally and professionally
- To attract and retain the best people

We believe that, to fully embed health and wellbeing at all levels within the organisation, employee engagement is crucial.

- Encourage physical activity
- Look after our mental wellbeing
- Explore ways to develop healthy and sustainable habits
- Promote healthy eating
- Support with maintaining healthy work/life balance
- Nourish & develop positive, non-work social connections
- Financial wellbeing
- Community support

We have a full and inclusive health & wellbeing programme of activities, information shares and events throughout the year. To encourage maximum engagement we regularly ask our people what they want to focus on, and design the programme to encapsulate a broad range of activities and interests.

Popular activities include our physical team challenges, where we are all encouraged to cover as many miles as we can collectively in whatever fashion we choose. Another favourite are our Wellbeing weeks (with recent themes of Positivity, Mental Health Awareness, Company Values), which comprise of daily wellbeing activities, covering all the core health and wellbeing areas and often culminate in a company quiz or other activity such as cocktail making classes!

We understand the importance of looking after our mental health, especially in current times, and focus on mental health awareness and training, as well as impressing upon our people the support network available to everyone, in the form of team, manager and HR support (Mental Health First Aid trained), as well as the Claremont Employee Assistance Programme for advice about any concerns.

Our wellbeing activities & events are not designed just for Claremont employees; we actively encourage the participation of our families and friends, and look for ways to involve and support our wider communities too.

As part of our Mental Health Wellbeing week, we recently completed the 'Claremont 500' challenge, coming together as One Team (one of our company values) to encourage everyone to keep active with a target of completing 500 miles during the week by walking, running, swimming or cycling, whilst raising a target of £500 for the mental health charity, Mind. We smashed both targets and had a lot of fun in the process!



CLAREMONT