

Lantos - Corporate Social Responsibility Statement - V1

Lantos Business Solutions maintains our focus on Corporate Social Responsibility (CSR) commitments by taking a responsible approach in balancing social, environment and commercial factors to maintain a sustainable and effective organisation.

Our social responsibilities encompass fair and just treatment of, and support for, our personnel, people within our supply chain, our valued clients and our wider contribution to the community through partnerships with selected charities and good causes.

Our environmental responsibilities reflect the level of care we take to protect nature and biodiversity, the steps we take to reduce the impact of our work; to recognise and deliver sustainable outcomes for clients and demonstrate leadership on these matters.

Our commercial responsibilities aim to deliver professional services with high quality assurance, integrity and we adhere to legal requirements and industry standards in the UK and with international organisations and partners.

Our corporate social responsibility commitments are built around four critical pillars:

1. Employees & People – We take seriously our responsibilities to protect and support our employees, and to advocate on their behalf. Our efforts are focused on providing career opportunities and learning and development knowledge and training in key workplace policy areas including health and wellness, equality, diversity and inclusion, modern slavery, anti-bribery and corruption, and continuous professional development. We believe in opportunity for all and are steadfast in our commitment to equal employment opportunity, the protection of human rights, and the prevention of human trafficking, and we ensure our business policies and practices recognise and adopt the principles and guidance from the [The Human Rights Act 1998](#).

2. Ethics – Lantos is committed to conducting ourselves in a legal, ethical, and trustworthy manner, upholding our regulatory obligations, and complying with local and international legal requirements and operation in dealing with clients within the UK and abroad. We are judicious in managing our expenditure effectively and exercise due diligence to fully understand and deliver on the scope of obligations in all our contracts with third party suppliers and clients. We seek to mutually establish beneficial supply chain relationships and promote working with local SMEs.

3. Engagement – Lantos understands that it takes all of us working together to truly have an impact. We support and promote social value in our operations and dealings with employees, sub-contractors, clients and within our supply chain. We are members of **Social Value UK** and are committed to social value principles and practices and remain active participants in workshops and conferences.

Further, we aim to improve lives and society as a whole by engaging in activities such as charitable giving, and support for businesses run by underrepresented and disadvantaged groups including BAME, women, people with disabilities and LGBTQ+. We also seek to engage with our supply chain and promote using socially responsible business practices.

In 2021, recognising the significant pressures arising from coronavirus over the last year and to acknowledge the dedication and commitment of the NHS and its charitable organisations who help combat poverty, disadvantage and loneliness, Lantos and its personnel has made contributions to the NHS Charities Together organisation, Living Well foodbanks and the Salvation Army.

4. Environment – Lantos recognises the shared responsibility all companies and individuals have to protect our planet. As a small-medium-enterprise, despite our facilities and operations having a small ecological and carbon footprint, we actively seek to reduce the environmental impact of our business through preservation, conservation, and waste reduction practices.

This includes minimising our climate impact through partnering with a leading carbon offsetting provider, Carbon Footprint UK, to address our annual carbon emissions and achieve carbon neutrality. For 2019 and 2020, we have offset **double** our calculated carbon emission figures into Gold Standard community certified projects and invested in a global portfolio of VCS verified carbon reduction projects.

At the core of our corporate social responsibility commitments is a set of key policies that outline our approach and guide our activities, as shown below:

Code of Business Conduct and Ethics Policy – This Policy provides set of principles and guidance for Lantos personnel to help prevent dishonest or unethical conduct and promote a culture of honesty, transparency, and accountability. This policy outlines the responsibilities of our employees and sub-contractors, including ensuring that our suppliers are aware of their obligation to conduct themselves in a legal and ethical way.

We treat all employees, sub-contractors, suppliers and clients with dignity and respect and follow all applicable laws and legislation related to labour markets and human rights.

We have established the following policies in place to support this commitment:

Equal Employment Opportunity – It is the policy of Lantos to protect the employment rights of qualified applicants, employees and sub-contractors regardless of an individual's race, colour, sex, age, religion, national origin, genetics, sexual orientation, gender identity/expression, disability, and/or other protected categories under applicable laws.

Within the UK, we ensure our business policies and practices recognise and adopt the principles and guidance from the [Equality Act 2010](#) which legally protects people from discrimination in the workplace and in wider society. Lantos is committed to an equal, diverse and inclusive society and work environment.

Accommodations Policy – It is the policy of Lantos to comply with all applicable laws concerning the employment of persons with disabilities. Consistent with that commitment, it is our policy not to discriminate against qualified individuals with disabilities in regard to application procedures, hiring, advancement, discharge, compensation, training, or other terms, conditions, and privileges of employment.

Anti-Harassment Policy – Lantos is committed to maintaining a work environment that is free from harassment. As such, we will not tolerate harassment of, or by, our employees or sub-contractors. We are individually and collectively accountable for upholding our corporate social responsibility commitments.

Social Value – Lantos is committed to ensuring we recognise the importance of delivering social value in the way we conduct our business operations with personnel, clients, and all third-party suppliers, to increase equality, improve wellbeing and increase environmental sustainability.

We are proud to be **Social Value UK members**, and are committed to ensuring we embody and apply the principles of Social Value (see below) within all our business conduct and in the delivery of our professional services to clients and suppliers alike.

The Principles of Social Value:

1. **Involve stakeholders** – Inform what gets measured and how this is measured and valued in an account of social value by involving stakeholders.
2. **Understand what changes** – Articulate how change is created and evaluate this through evidence gathered, recognising positive and negative changes as well as those that are intended and unintended.
3. **Value the things that matter** – Making decisions about allocating resources between different options needs to recognise the values of stakeholders. Value refers to the relative importance of different outcomes. It is informed by stakeholders' preferences.
4. **Only include what is material** – Determine what information and evidence must be included in the accounts to give a true and fair picture, such that stakeholders can draw reasonable conclusions about impact.
5. **Do not over-claim** – Only claim the value that activities are responsible for creating.
6. **Be transparent** – Demonstrate the basis on which the analysis may be considered accurate and honest and show that it will be reported to and discussed with stakeholders.
7. **Verify the result** – Ensure appropriate independent assurance.

Further, we are committed to the United Nations Global Compact and seek to promote our identity as a socially aware and responsible organisation.

Management must communicate our Social Value principles and associated policies on all levels and are also responsible for resolving any CSR issues for Lantos personnel, clients and suppliers.