



Corporate Social Responsibility

Statement

This document outlines BSI Learning's commitment to CSR.

Why CSR is important to BSI

BSI Learning recognises how important socially responsible efforts are to our customers, employees and stakeholders. It takes a 4 pillar approach:



What it means to BSI

Committed to our employees

BSI Learning is committed to help employees grow and become better people, as well as better professionals. It is important for us to ensure our employees are happy and satisfied with their jobs. For our team to be effective and engaged in their jobs, they need to grow as individuals. Personal and professional growth is a key motivator for our employees to remain with the company, as well as a way to attract new talent to our organisation. Our inclusive work practices enable our diverse workforce to work with flexibility, respect each individual's right to express and present themselves relative to their religion, culture, ethnic background, sexual orientation, gender-identity, physical and mental ability. We provide healthy and flexible working conditions for our employees, recognise and reward employees for their performance, provide employees with cross-training and up-skilling opportunities and encourage them to be part of volunteering activities.

Committed to our environment & Sustainable Solutions

We aim to reduce our environmental impact, source products in sustainable and responsible ways, and to support the aspirations of our team and our communities. The ways we do this include:

Training Venues & Travel/Accommodation for staff

BSI Learning partners with Accor Hotels nationally to use their training venues and accommodation. They are part of the Planet 21 Program and as such offer healthy, balanced and high-quality food – and using products grown in their kitchen gardens - and local products, etc. that are served to our participants and staff. They aim to reduce food waste and ban the use of overfished species in their restaurants. These are some of the positive aspects of using them as our primary supplier partner. They also offer eco-designed beds made from wood sourced from sustainably-managed forests (FSC certified), as well as bedspreads and pillowcases made from recycled bottles, Eco-certified soap, shower gel and shampoo and Environmentally-friendly, eco-certified cleaning products.

Printing, Recycling and Waste Management

Environmental awareness at work can encourage greener practices in the home and thereby multiplying the beneficial impact of business recycling programs. BSI Learning uses 100% recycled paper for the printing of all its training and marketing materials. We are part of the Cartridges 4 Planet Ark, an innovative recycling program that provides us with a free and easy way to recycle our used printer cartridges and e-waste. Our offices do not have individual office waste bins but centrally located recycling bins, which also reduces the amount of waste that goes to landfill sites. Recycling one ton of office paper saves:

- 4,100 kWh of energy

- 7,000 gallons of water
- 9 barrels of oil
- 54 million BTU's of energy

We promote the benefit of recycling as a part of our positive and proactive culture and as part of our commitment to be a socially responsible business.

Sustainability

One of our values is to be Adventurous. BSI Learning values innovation and encourages its staff to look at ways of doing things better – for the business, for the environment, for the community.

Committed to our community

Disability, Disadvantage, Diversity

BSI Learning runs programs for marginalised, disadvantaged and diverse groups in the community. It has been a major provider of educational services to government departments, corporates, not-for-profits, job service providers and the correctional services sector. BSI Learning has worked in the NSW and Queensland prison system for more than 16 years and has delivered the VET in Prisons Program over the past 10 years.

BSI Learning is passionate about empowering women in the workplace – in business, on Boards and in executive positions. Our Women in Leadership and Women in Business program encourages employers and businesses to provide sponsorship and development opportunities for women, remove the barriers to appointing more women into leadership roles, focus on the middle talent pipeline to eliminate the leaking talent, promote flexible working practices and to make every manager accountable for building an inclusive culture.

Harmony Day is a day we recognize annually to celebrate and acknowledge the diversity within our teams and broader community.

Fundraising

Fundraising for charities every year is a core activity for our organisation. This involves the Cancer Council through activities organised in our offices for Australia's Biggest Morning Tea, Pink Ribbon Day and Girl's Night In.

Sponsorship

BSI Learning is committed to sponsoring community events both local and international. We regularly sponsor the NSW Training Awards and the Australian Correctional Education Association Conference every year. From time to time we also support small business expos, trade shows and cultural events in the community.