

Sustainability Policy



Created by Ad Esse Directors for Ad Esse Consulting

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At Ad Esse, we're committed to continuous improvement in all things, including sustainability. As a small organisation with a large reach across organisations with a social purpose, our biggest positive impact is in the improvement we achieve working with our wonderful clients.

Scope & governance

This policy is owned by Ad Esse Directors and applies to all employees, whether wholly contracted or associates. This policy is embedded into our business via the Board, who monitors implementation of all supporting policies mentioned in this policy. It is reviewed annually and is shared with staff through our company sharepoint site. It is available freely via our website.

Responsible practice

Our statement of values and employment documentation (handbook, contracts, code Etc.) set out our commitment to and the standards of behaviour we expect. We ensure that these practices are upheld across our business through 1:1 sessions and company engagement events (e.g. learning and development days and all company days).

Clients

We believe in delivering excellent service for our clients to meet their needs. We ensure that we manage our work responsibly and meet legal requirements. We have robust approaches to ensure we meet these requirements, and act with integrity.

Our employees

We value our employees and are committed to creating a safe and secure environment for them. Every employee is treated fairly and with respect. We recognise the value of diversity and we do not accept any form of discrimination. We seek to inspire our people and are committed to their development, equipping them with the right skills to help deliver our business strategy, and to pursue their personal passions, even if that ultimately takes them away from us.

Suppliers

As an SME, we like to work with and support other SMEs and sole traders that share our values and sustainability standards.

Environmental management

We are committed to minimising the environmental impact of our business. As a virtual company we have policies and rewards in place to reduce environmental impact, such as incentivising the use of public transportation.

Investing in the community

As we have no one single locality, we seek to support other SMEs by procuring their services where possible. We have a CSR policy of allowing each member of staff to provide one day per month or equivalent pro bono support to a charity of their choice.