

Adding value through the **PLUS FACTOR**



**Anderson Anderson & Brown (AAB) Group
Corporate Social Responsibility Policy**

Looking After Our People
Giving Back to Our Communities

Corporate Social Responsibility Policy

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What Corporate Social Responsibility Means to AAB

In its simplest form, corporate social responsibility (CSR) across the AAB Group has always been about looking after our people and giving back to the communities we operate in through educational advancement, environmental protection and donating time and money to charitable projects.

CSR is fully integrated into every aspect of [life at AAB](#), with every one of our employees encouraged to make a difference and get involved. The scope of our efforts spans across all departments and teams, and externally within and around our areas of operation.

We are an ethical, forward-thinking and conscientious Group and we are constantly working to improve our engagement with our communities and stakeholders through aligning our efforts to meet their expectations. Through signing the [Scottish Business Pledge](#) we have made the commitment to fairness, equality, opportunity and innovation across the AAB Group, in order to aid in the sustainable and inclusive growth of our Group and Scotland's economy.

Policy Elements

In order to strategically evaluate our CSR activities, we have split our efforts into four overall categories:

- ⊕ Compliance
- ⊕ Environment
- ⊕ Community
- ⊕ Innovation

Each of these categories include a number of areas that demonstrate our efforts to be completely respectful and ethical, with each of these clearly being integrated into [life at AAB](#).

Community

As a Group we value the communities in which we operate and invest in them. We recognise the benefits we gain from them as well as the potential impact we can have on them. We primarily work with and give back to our communities through [our charitable initiative](#) and through supporting [our future leaders](#).

Our Charitable Initiative

The Anderson Anderson & Brown Charitable Initiative (AABi) is the platform which facilitates all at AAB to invest in the communities in which they operate by seeking partnerships with charities through donations, grants and volunteer time. What makes AABi so special is that almost all money donated by AABi is raised by our people, meaning our community CSR efforts are integrated into the lives of everyone at AAB.

AABi allows us to extend the reach of our efforts to the wider community and support a large variety of projects. Each AAB employee is granted a full day of paid volunteering leave per year to help our communities operate to their full potential.

Our grant round funding donations enhance this even more. Since its launch in 2016, AABi has donated grant funding in excess of £130,000 to numerous charities throughout Scotland's North East and Central Belt to help improve the lives of people of all ages and backgrounds in our communities.

More information on how AABi has positively impacted our communities can be found [here](#).



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Supporting Our Future Leaders

The advancement of education in and out with our AAB offices is also an integral part of our CSR effort. Investing time engaging with and supporting the young workforce brings benefit to AAB and our communities.

We are actively involved in many education initiatives such as curriculum support in schools, employer engagement and events at universities and one-to-one mentoring programmes, all to aid young people's understanding of business, enterprise and potential career paths.

Within AAB, we offer every employee a chance to advance their education through further qualifications by professional bodies, supporting their career development and preparing them for career advancement.

More information about our efforts to support future leaders can be found [here](#).

Environment

[Protecting our planet](#) is an integral and fundamental part of our business strategy, working practices and life at AAB. We are very aware that, across the AAB Group, it is our responsibility to be mindful of our footprint and look at constantly improving the way we operate in order to be as environmentally aware as possible.

For many years, and especially since our Aberdeen office moved to an eco-building within the Prime Four Business Park, we have strived to limit our environmental impact. In 2018 we launched our Green Team; run by AAB employees who dedicate their time to engage with our staff, suppliers and clients on our approach to minimise our environmental impact, being an ambassador for responsible environmental behaviours. Since the launch of Green Team, we have seen impressive reductions in our landfill waste mass, single use water bottles and consumption of paper. To find up to date statistics on our progress on protecting our planet, click [here](#).

Innovation

As a forward-thinking Group, we are continually seeking safer, efficient, cost effective and sustainable business practices. We include technology knowledge and interest as a key part of our recruitment process. We offer our clients and departments virtual functions and dashboards to increase productivity and ease, and we encourage open discussions from everyone across the [AAB Group](#) about how processes can be improved.

Through having innovative people as the heart of our teams, we are able to extend this knowledge as a dedicated service offering to our clients. Our Innovations team support businesses who are undertaking research and development activities. Through encouraging our people to take part in further qualifications and join associate networks, we are also contributing and engaging with the overall knowledge pool, benefitting AAB and the wider economy.

This knowledge sharing and support demonstrates our efforts to give back to the wider business community over and above our day-to-day client work and our advancement of education initiatives.



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Compliance

At AAB, we pride ourselves on delivering awesome service consistently to all our clients. This means we operate to the highest ethical standards and in full compliance with current laws and regulations to protect our people and our clients. We have a zero-tolerance approach to bribery, corruption and conflicts of interest and are committed to acting with fairness and integrity. Our employees go through regular training and refresher programmes so all of our teams are achieving these high standards.

To ensure our employee and client data is stored, used and sent safely, every AAB employee takes part in cyber security training continuously. Our handling of data has been recognised with accreditations such as the ISO 27001: 2013 certificate and Cyber Essentials Plus. To find out more about these, click [here](#).

The happiness of our people is at the heart of everything we do at AAB. We ensure a happy and safe work environment by achieving and maintaining high health & safety standards and being a Living Wage Accredited employer. Going above and beyond legal obligations, we offer [our people](#) benefits such as private health and dental insurance, flexible working practices, workplace pension and an innovative, comfortable environment to work. We place huge importance on the health and wellbeing of our employees and have a dedicated Health & Wellbeing team, mental health first aiders and a Social Club to creating a meaningful and happy work life for everyone across the AAB Group.

Find Out More

We are continuously adapting and advancing our CSR efforts. To find out more about how we are protecting and developing our people and communities, please take a look at the Life at AAB pages on [our website](#).

