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Corporate Social Responsibility Policy

Corporate social responsibility policy statement

This Statement describes how Financial Reporting Specialist Pty Limited (FRS), takes account of its economic, social and environmental impact in the way it operates as a business.

By demonstrating a commitment to Corporate Social Responsibility (CSR) FRS aims to align its business values, purpose and strategy with the needs of employees, representatives, clients, suppliers and others with whom FRS interacts.

FRS has developed an excellent reputation for the way in which it conducts its business in accordance with the highest principles of business ethics.

FRS is proud of this reputation and is committed to conducting its business activities honestly, with integrity and in full compliance with all relevant laws and regulations.

As a provider of professional services, FRS is always seeking better, safer, more efficient and sustainable methods of working and its CSR objectives may be summarised as:

FRS aspires to make a positive contribution to all those people and communities with whom it interacts

Employees

FRS employees are a highly valued and respected part of the business. As FRS doesn't have many employees, it is important that the ones it has are the very best at what they do. FRS works hard to recruit and retain the best.

FRS encourages all employees to seek out and undertake personal and professional development. It encourages each of them to learn new skills and enhance old ones.

FRS provides home-based (home-office) work opportunities for all of its employees and it ensures that everyone is furnished with best equipment (hardware, software and office furniture) available.

Environment

Even though FRS is a small company with a small environmental footprint it recognises that it still has an impact on the environment.

Accordingly, FRS is committed to ensuring the it minimises, as much as possible, the negative impacts of its operations. FRS encourages its employees and suppliers to consider, among other things, the:

- impact of work related travel
- disposal of packaging and other waste materials, including potentially harmful products (e.g. inks/toners, batteries)
- saving of energy by ensuring lights and equipment are switched off when not in use
- sourcing and using products that use recycled materials

Health and safety

As all of FRS employees work from home-based offices, many of the more common health and safety requirements associated with large work places are not applicable. FRS encourages its employees to make sure their work spaces are well lit (preferably with natural light), temperature controlled, that furniture and equipment is ergonomic, proper posture is adopted and that routine breaks are observed.

FRS is committed to the well-being of its employees and monitors for signs of undue stress or other warning signs. FRS works with its staff to manage stressful or challenging situations should (or when) they occur.

Communities

FRS and its employees are a part of many communities. Regardless of which community they belong and what the role they play. FRS encourages its employees to make a positive impact and to be a force for good.

FRS contributes regularly to various charities and worthwhile causes. More information regarding FRS activities in this regard can be found at <https://www.facebook.com/FinancialReportingSpecialists/>