

## OUR PRINCIPLES

Quest Employment recognises that it must integrate its business values and operations to meet the expectations of its clients, employees, workers, Agency Workers, contractors, candidates, regulators, suppliers, local communities and the wider environment.

We recognise that our social, economic and environmental responsibilities are integral to our business. We aim to demonstrate these responsibilities through our actions, decision-making and corporate policies.

The Chief Commercial Officer has overall responsibility for the implementation of this policy and for ensuring that appropriate resources are made available to support our corporate responsibilities. Responsibility for performance under this policy rests with everyone working for or through Quest.

## OUR FOCUS

We will act ethically and with integrity in all our business practices.

We will strive to improve our environmental performance by supporting initiatives that reduce waste and promote sustainable working practices.

We will provide, and seek to maintain, a clean, healthy and safe working environment.

We will support and encourage involvement in local community organisations and activities.

We are committed to equal opportunities and will apply fair and inclusive principles in relation to employees, workers, Agency Workers, contractors and candidates.

We will promote diversity, equity and inclusion in our recruitment processes and workplace culture.

We will seek to provide employees, workers and Agency Workers with clear and fair terms of employment, engagement or working arrangements, together with support and resources that encourage development.

We will provide safeguards to help ensure that employees, workers, Agency Workers and contractors are treated with dignity and respect and are protected from sexual, physical or mental harassment.

We will seek to ensure that flexible workers engaged by Quest are not subject to exploitation and are provided with work opportunities in a healthy and safe working environment in compliance with applicable UK legislation. Quest holds a GLAA licence and seeks to uphold relevant GLAA standards to a high standard.

We have signed the Armed Forces Covenant and are committed to providing ongoing support to the armed forces community.

We will promote and encourage participation in CSR initiatives and volunteer activity.



# Corporate Social Responsibility

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We will review and update this policy periodically to ensure that it continues to reflect our values and appropriate practice.

We remain committed to making a positive contribution to the communities in which we operate through charitable initiatives and local support activity.

By adhering to these principles, we aim to be a responsible employer and business and to make a positive impact on the world around us. We believe that doing so helps us build stronger relationships with our clients, candidates and communities, while maintaining our reputation as a socially responsible and ethical organisation.

If you would like to get involved in any of our initiatives, please contact [headoffice@questemployment.co.uk](mailto:headoffice@questemployment.co.uk) or follow our campaigns through Quest's communication channels.

This document is effective from:

23<sup>rd</sup> March 2026

This document is approved by:

Jim Bluck, Chief Commercial Officer



For questions or queries about this document, contact:

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