



Quarter 1, 2025

Corporate Social Responsibility Report



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Our Three Core Principles

Our CSR Policy operates under three core principles that make up our commitments:

NO. 1

Environmental Stewardship

We will minimize our environmental impact by adopting sustainable practices throughout our operations.

NO. 2

Social Responsibility

We will contribute to the well-being of our communities and promote social equity.

NO. 3

Ethical Conduct

We will adhere to ethical business practices and maintain high standards of integrity.

Our Chosen Charity for 2025

Crisis UK

We have chosen Crisis UK, the national charity for people experiencing homelessness, to be our official charity during 2025.

We are going to be supporting Crisis in a variety of ways, including raising funds through events, and promoting awareness of the cause through our digital channels.

We have set a goal of raising **£3000** by the end of 2025 which we will track by using our internal CRM system.



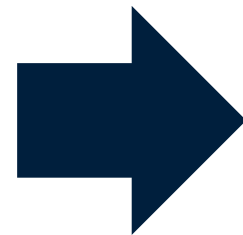
[SHOP NOW](#)

Staff Paid Volunteering Days

A major milestone for 2025

- 2025 marks a major milestone in Compass's CSR journey as staff will be given the opportunity to have one paid day per year to volunteer for a cause of their choice.
- This will aid in supporting local community participation and engagement.

Volunteering Days Arranged
This Quarter

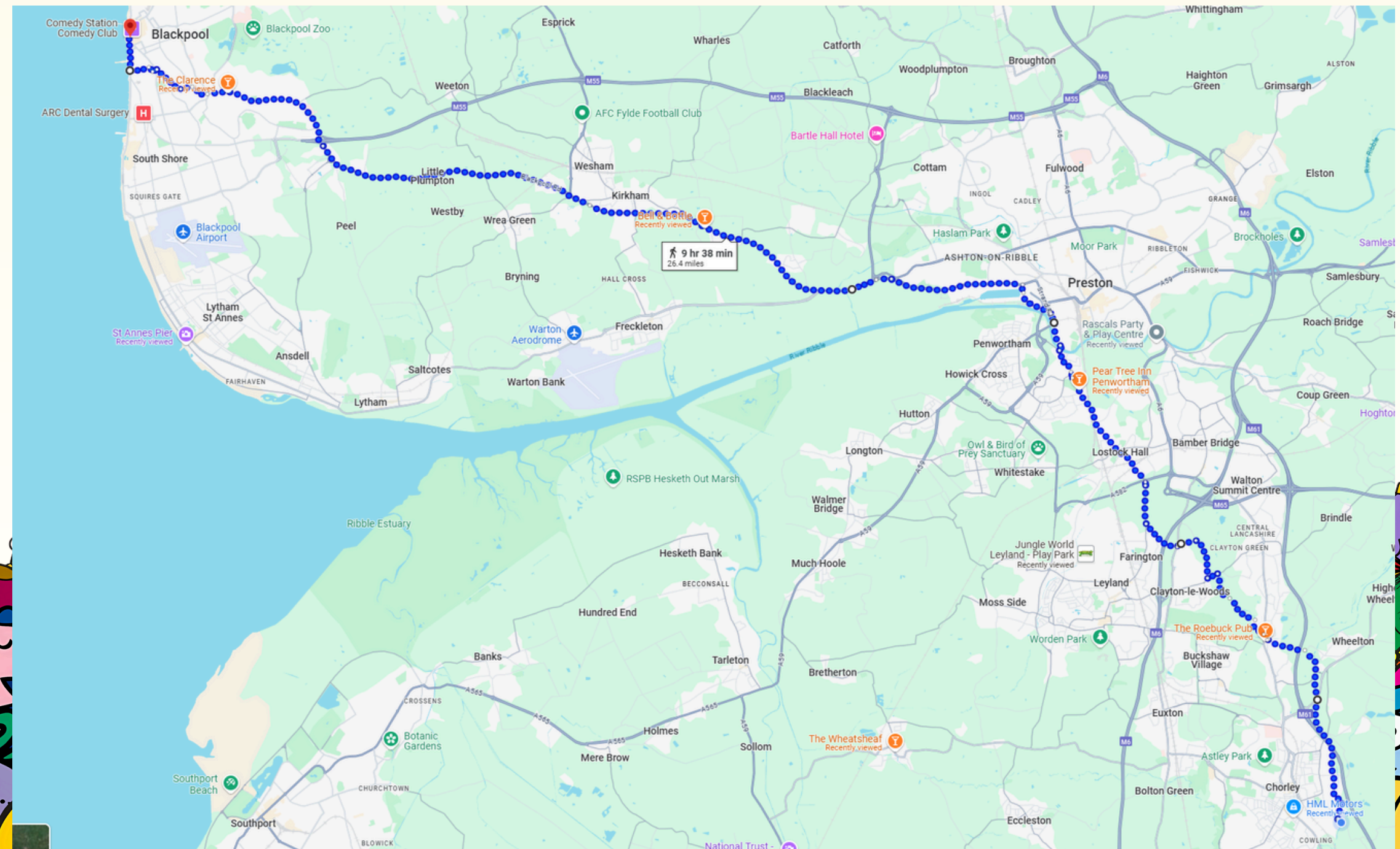


Compass team members will be fundraising for Crisis UK by walking from Compass Skills Training in Chorley to Blackpool Tower in 1 day, dressed as Mr. Men characters. That's a total of 26 miles!

FROM CHORLEY TO THE TOWER

MR. MEN ON A MISSION
20.06.25

#VolunteeringDays



The Importance of Supporting Local Businesses and People

Empowering the local community

- Compass use local businesses where possible such as for gardening and window cleaning.
- Compass is committed to paying the National Living wage
- We support other local businesses, establishing good relationships, by referring customers to other local training providers when requests for training are out of the scope of our services.



3.

Environmental Stewardship and Sustainability

Reflecting on 2024 and the start of 2025

Compass has contributed to environmental stewardship in the following ways:

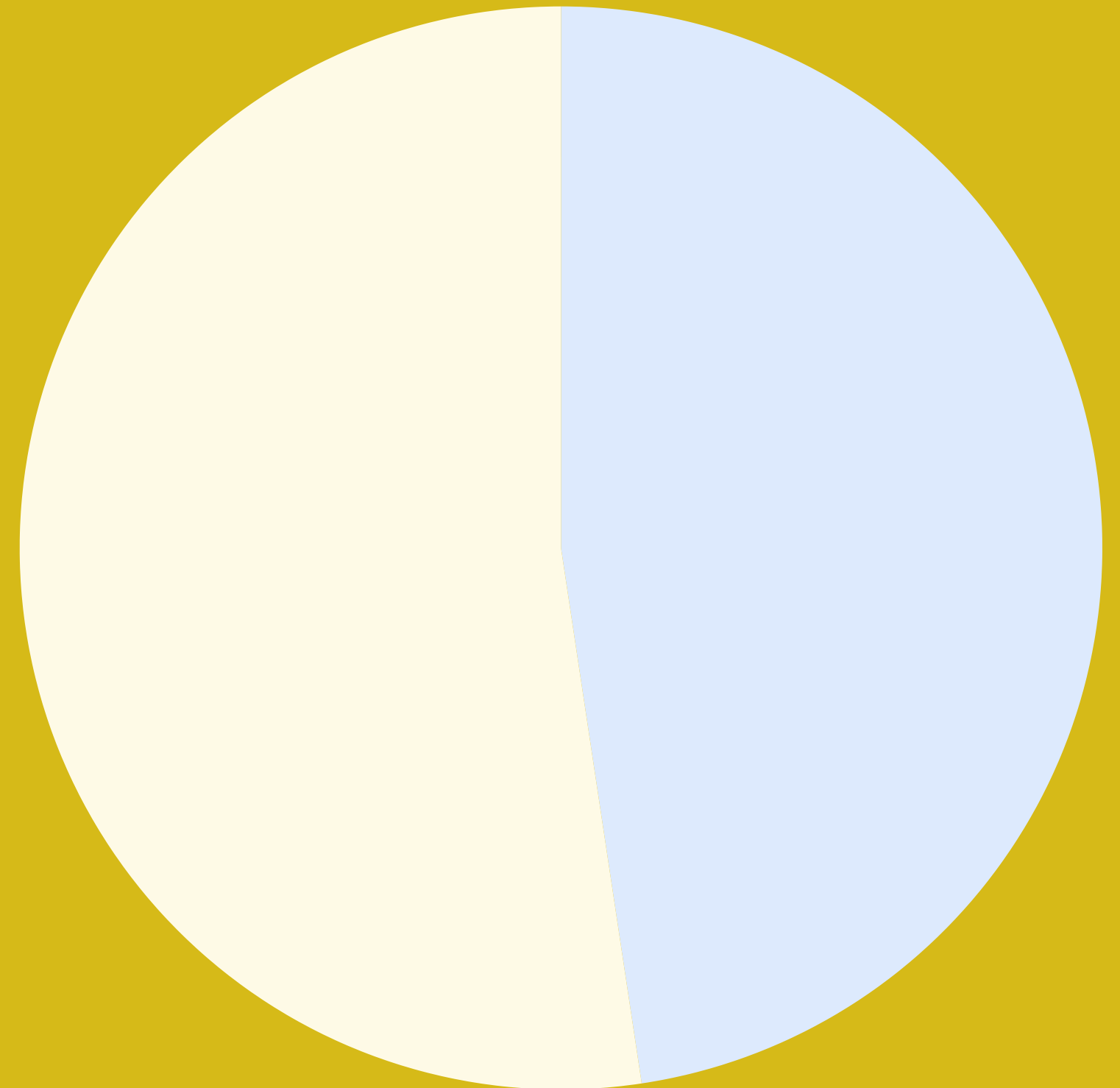
- Promoting cycling to work in August 2024.
- Organising annual team walking challenges, helping to reduce Compass' carbon footprint during this time.
- Compass works with Suez, a licensed waste carrier to ensure that all waste is disposed of in a safe and sustainable way.
- Promotion of sustainability and environmental stewardship to stakeholders also takes place through training programs. For example, Compass ran a NEBOSH Environmental Award course that was attended by apprentices during February, and have plans to schedule more throughout 2025.



Compass have a total of 21 employees. 10 of these currently have the opportunity to work from home at least 1 day per week.

- We have a flexible working policy enabling some positions to work from home which helps to reduce Compass' carbon footprint.
- Offering hybrid training courses where possible also allows learners to have the option to learn remotely, again helping to take cars off the road and reduce Compass' carbon footprint.
- 1 of the 2 company cars are hybrid. As contracts expire, all ordered vehicles will be hybrid or fully electric.

- Employees who are able to WFH
- Employees who do not WFH



Working With Our Apprentices

Creating Communities

- Our Community Group project has begun with apprentice learners being sorted into 'houses' and an introductory meeting with their team leader has taken place.
- These community groups will together decide on a charity to support as well as an activity or event to participate in.
- The community groups will help to promote respectful networking between those in similar roles across different industries, fostering apprentice wellbeing and helping to combat feelings of loneliness for apprentices in typically isolated roles.
- Our Programme Coordinators will be focused on finding a way to encourage apprentice engagement to help them get the most benefit from these groups.



Internal Events

We 'wore it pink' and raised awareness for Breast Cancer Now

A bake sale was organised for Compass staff raising awareness of breast cancer including how to check for symptoms. Money was raised by Compass staff on the day and sent to Breast Cancer Now to help drive forward life-changing breast cancer research and support.



We held a 'Mr Men' themed bake sale

To raise internal awareness of our chosen charity Crisis. We raised £62.68 over the course of 1 week during February.

C**MPASS**