

Wright Vigar Corporate Social Responsibility Policy

Introduction

We are committed to ensuring that our business activities have a positive impact, as far as possible, on the local communities in which we operate. This includes working ethically and considering the social, economic and environmental impact of what we do.

About us

Wright Vigar are a regional firm of chartered accountants with offices in Gainsborough, Lincoln, London, Mansfield, Newark, Retford and Sleaford. We employ over 110 people and the company is privately owned. Our vision is to be our clients' most trusted advisor; helping them to realise their aspirations whilst being a great place to work.

At Wright Vigar we recognise it is important for all team members to achieve both professionally and personally and undertaking socially responsible activities that contribute to the community helps to achieve this.

Looking after our Employees

We value our employees and want Wright Vigar to be a great place to work. Accordingly:

- We adhere to or exceed all employment related legislation and support equality and diversity by being an Equal Opportunities Employer. We also have a comprehensive health and safety policy.
- In order to meet the highest professional and ethical standards we support our employees with their development and training. A personal development plan is produced each year to support this.
- We have an Intranet site to keep employees up to date with news concerning business related matters , team changes and also to promote social or community related activities.
- We provide a comprehensive reward package, including a pension, bonus scheme, flexible hours and home working, employee benefits scheme including a contribution towards some medical costs, death in service cover and permanent health insurance if our employees are not able to work due to long term sickness.
- Employees are encouraged to help good causes and we provide up to three days paid leave to support a charity.
- We aim to be a supportive employer which includes providing time off for medical appointments, a holiday purchase and sale scheme, subsidised parking and paid compassionate leave.
- We endeavour to look after our employees mental health and wellbeing. We have a Wellbeing group with representatives from all offices, a regular staff engagement survey and fruit and drinks are provided in the office. Mental Health training has been provided to line managers.
- We provide training on regulatory, ethical and professional standards and are members of the ICAEW.

Looking after our Clients

We pride ourselves on the quality of service we provide to our clients and we gain most of our new business from referrals. We maintain high ethical standards in all of our client services.

In order to measure client satisfaction levels we undertake a monthly survey.

We also provide updates and information to keep our clients informed. This includes regular contact with our clients throughout the year and not only at their year end.

Suppliers

Whilst we purchase mainly office type supplies, we:

- Use local suppliers as far as possible.
- Ensure we pay suppliers on time.
- If we share any data we make sure they are compliant with GDPR regulations.

Protecting the Environment

We endeavour to reduce the environmental impact our business activities may have. In particular:

- We recycle as much as possible, especially paper.
- We are becoming more paperless and reducing print and post.
- Operate a cycle to work scheme including subsidised cycles.
- Hire a living Christmas Tree.

Community Engagement

We support local communities and charities including our own charitable trust. Activities include the following:

- Fundraising for local charities through events such as the C2C2C charity cycle ride, annual charity golf day and Christmas quiz.
- Sponsorship and support of local events / groups. Many of our team are involved in helping local community groups.
- Food Bank collections and donations.
- Local recruitment and providing careers support to schools and universities.
- Donation of surplus resources (e.g. furniture and stationery).

This Policy is subject to regular review and it was last updated in January 2021.