

Corporate Social Responsibility

Brunel is a people-based company. It specialises in flexible work for specialists with a professional or university education. Eight thousand people work at local and international companies for and on behalf of Brunel worldwide. Brunel is responsible for each of these 8,000 people. They expect us to support them in the development of their careers, and to provide good terms of employment, safety and security. Our employees also expect Brunel to play a role that they can be proud of in the community. This is a mutual interest. From Brunel's point of view it is important for all Brunel employees to act as valuable ambassadors of the company, wherever they may be in the world.

Our role in the community is not limited to our own company and employees. The responsibility extends further to our clients, suppliers, candidates, the education sector and society in general.

Because of the nature of our business activities, Brunel's corporate social responsibility (CSR) policy focuses on the aspects that are related to work in the broadest sense. However, Brunel also endeavours to make a constructive contribution to the quality of life in our community by taking measures that reduce environmental impacts wherever possible.

A summary of the main aspects of Brunel's CSR policy is provided below.

Brunel's role in the labour market

A reflection of society

Brunel has adopted a worldwide personnel policy that focuses on the participation of the entire labour supply. The criteria for cooperating with Brunel are knowledge, skills, the will to learn and an intrinsic motivation towards personal development. Age, gender, social position, occupational disability, sexual orientation and cultural background are emphatically not selection characteristics.

Integrity

Brunel's code of conduct focuses on honesty, loyalty, meticulousness in agreements and handling sensitive and personal information with discretion. We also encourage care for each other. The code of conduct is concerned with how we treat each other but also with social and business interactions with clients and suppliers. Brunel has a complaints handling procedure and has appointed confidential advisers who can be brought in when the normal social process is unable to offer a solution.

Working conditions

Brunel provides a working environment that focuses on the safety, health and welfare of employees. Examples of this include encouraging and facilitating healthy nutrition, a regular medical fitness check-up, a hygienic workspace and a bicycle for personal use scheme.

Personal development

Brunel pays a lot of attention to the personal development of its employees. This is partially concerned with keeping knowledge and skills up to date in relation to clients' requirements and wishes. However, Brunel also believes it has a responsibility for the long-term career development of its employees, even when this is not in the Brunel organisation.

The Brunel Academy is the umbrella organisation for all study programmes and training courses offered to employees. Depending on the situation, these include skill-training courses, seminars, workshops, a management development course, vocational training courses and other internal or external study programmes which fit in with the employee's personal development plans.

Information and career coaching

Secondary schools and higher vocational training courses are the gateway to a business career. Brunel provides information classes intended to provide students with a proper impression of the field of work and their prospects in it.

Brunel also advises thousands of candidates a year about their career prospects, often with the aid of assessments and/or behavioural research. Finally, Brunel facilitates job application training courses, mediates in dissertation subjects and traineeships, provides accommodation for dual students (work-study students) and supervises first-year students.

Working on the future

Brunel plays an active role in social projects intended to streamline the labour market for the future. A notable example of this is the participation in Jet-Net -Youth and Technology Network Netherlands. Jet-Net encourages students to follow educational courses in technology. Brunel cooperates in this project with 36 companies and 167 schools.

Brunel and Socially Responsible Business

Brunel has an office network of 90 branches in 32 countries. Each of the branches is part of a local community. The branch management is authorised to support local initiatives by providing knowledge, facilities and/or funds. The result is a wide range of sponsoring activities for sport and health, human rights and fighting life-threatening diseases.

Brunel and the environment

Although business services are considered to be among the 'clean' sectors, a lot can be gained from adopting a careful approach to the daily process of running the business. After all, it involves using paper; employees drive cars; offices use energy for the IT infrastructure; waste is produced and cleaning agents are used. Brunel has carefully analysed which aspects of its operations have an impact on the environment and what can be done to minimise it. The result is a broad package of measures covering waste separation, paper use, CO₂ neutral postal dispatches, transport, energy consumption and office cleaning. On the principle that 'A better environment starts with you personally', employees are made aware of the value of minor behavioural changes and are encouraged to take this into account in their immediate workspace.