

Wilson Henry LLP



Social and Environmental Leadership at Wilson Henry LLP

## **Environmental and Social Sustainability at Wilson Henry LLP**

As a medium sized business in the Northwest, Wilson Henry LLP thrives on the responsibility it holds to the societies, communities and environment in which it operates. We hold a clear vision for the role of our business in developing social and environmental sustainability as well as maintaining high ethical standards.

Wilson Henry's approach to corporate responsibility and sustainability is based upon several leading principles: -

- 1. Social contribution and development**
- 2. Environmental preservation**
- 3. Maintenance of high ethical standards in business and employee relationships**

Wilson Henry LLP will strive to contribute to the development of its leading principles on a consistent basis.

### **Principle 1 – Social contribution and development**

Wilson Henry LLP will fulfill its requirements for principle number 1 by: -

#### **Supporting local businesses and social enterprises in our community**

The development of small businesses in local communities is hugely valuable to our local economy and society as a whole. Wilson Henry LLP will continue to support the work of enterprise facilitators in Dream High and Waves through voluntary involvement with these charitable organisations dedicated to helping new and developing businesses break through barriers to success. Several of our team members are advisory panel members. We also engage with Liverpool Vision in supporting local businesses through seminars and training.

Wilson Henry has chosen to locate its office on Edge Lane, Kensington, in a New Deal for Communities area, rather than in a plush city centre location and wherever possible we ensure that our suppliers are local.

#### **Promoting health and wellbeing in staff members**

Wilson Henry LLP strives to develop a sense of health and well being in all its staff members and organises monthly sports competitions and events for its team. We have a Wilson Henry football team and also a quiz team who compete with other businesses. Once a month we have a "dress down" day where we raise money for charity. Those members of the team who run the tuck-box donated £300 to charity this year – all of their profits. Twice a year we have a dedicated team-building day.

## Principle 2 – Environmental preservation

Wilson Henry LLP currently fulfills its requirements for principle number 2 by: -

- Using “green” suppliers when available
- Recycling all paper waste on a daily basis – even our shredded confidential paper is recycled!
- Recycling all glass, cans and plastics
- Striving to be paper free wherever possible – we use the award-winning ProSystem fx Office software to help us move closer to a paper free office
- Recycling or using sustainable wastage processes for computer equipment
- Use of tap drinking water as opposed to bottled water

## Principle 3 – Maintain high ethical standards in business and employee relationships

### Management code of conduct

The Wilson Henry LLP management team holds itself to the highest standards of ethical integrity and is committed to consistent development of an ethically responsible and profitable business culture. Our philosophy is based upon the concepts of trust, integrity and progress. This philosophy is conveyed throughout all stakeholder issues including product quality, customer service, employee salaries and benefits and our responsibility to the environment and local communities.

### Development of Human Capital

Wilson Henry LLP believes that its employees are at the core of its growth and success and pledges to invest in the development and progression of its team members to expand their capabilities wherever possible. Our People Strategy is “to employ people with the right mindset and look after them exceptionally. To provide them with the training and the tools to deliver an extraordinary service to clients and reward them with a premium package in an environment where they are encouraged to take responsibility”. Wilson Henry has been awarded with Investor in People and is an authorised Training Office for ICAEW.

### Foster and develop a productive employer-employee relationship

Wilson Henry LLP strives to create a working environment that is mentally stimulating, physically healthy and rewarding for its staff members. Where possible, we will recruit internally to offer our staff members the chance to progress through our organisation. Wilson Henry supports a fund to enable regular social activity and team building within the firm.

### Equality and Diversity

Wilson Henry LLP is an equal opportunities employer and will recruit individuals based upon the merit of their talent and character in their respective field. We strive to enrich the Wilson Henry LLP experience for all our team members regardless of age, disability, gender, race, religion/belief and sexual orientation. We are particularly proud that women make up half of the team at Wilson Henry, which is lead by a woman CEO.

**Disclaimer: -**

This document is intended as a guide to inform the reader of Wilson Henry LLP policy on Corporate Responsibility, and Social and Environmental Sustainability. All other Wilson Henry LLP policies and standard operating procedures can be produced upon request by contacting Hilene Henry, CEO, on [advisors@wilsonhenry.co.uk](mailto:advisors@wilsonhenry.co.uk) or by calling 0151 2648888.