



Corporate Social Responsibility (CSR)

We believe the principles of our CSR compliment our Vision Statement and Values and reflect the core principles therein.

Oscar has its Headquarters in Torquay, Devon and Offices in Wales, Essex and Northumberland, we are a small flexible organisation, with 90% of our staff being home based.

Our policy is based on the following principles:

1. To continue evolving our business in such a way as to benefit the environment and people around us.
2. To ensure all business decisions incorporate our CSR Policy.
3. To continue our part in tackling climate change.
4. To uphold our value of Integrity and ensure we take account of our impact on our employees; consumers, suppliers, our local community and overall environment.

Since Oscar started in 1999 our staff have been home based without the need for travel, something we have continued with as the company has grown over the years, recruiting from the local area to keep our carbon footprint as low as possible. We continually look for innovative ways of doing business in order to minimise the impact on the environment and local areas and believe in team effort and contribution in order for this to work. When travel is necessary, staff car share, use public transport, or quite simply get walking, thereby helping to keep our carbon footprint low whilst improving physical health.

Integrity - Within and without the organisation. That means honesty within the company, trust and teamwork between all staff and reliability and transparency in all dealings with customers, their requirements and our relationships with them. By ensuring our business partners, sub-contractors and anyone we deal with acknowledge our CSR policy and the principles by which we operate and expect them to operate.

We are constantly developing and striving for better, more efficient means of fulfilling our customers needs and in doing so, are helping the wider community. We believe this does not always have to involve a commercial gain; so wherever possible we are proud to contribute our expertise, data and services to not for profit and charitable projects without charge. For details of recent examples of our "Giving Back", please see -

<https://www.oscar-research.co.uk/info/CSR.php>

Oscar Research Ltd is registered in England:

Company number 3901028 | VAT Registration: GB 742 3902 43 | Data Protection Registration: Z465912X

FCA Registration: 749974 | DMA Corporate Member

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Senior management have monthly meetings to discuss all aspects of the business, including but not limited to, our impact on the environment, how we can improve on our already low carbon footprint and what we can do to help our local community. We therefore encourage all staff where possible to do all communication via email and telephone, reducing the need for paper, postage and courier services. Staff meetings and monthly PR's are held online to reduce travel around the country. Each region has a single point of contact for all staff thereby reducing the need for paper correspondence and travelling. We use, and have done for many years, a VOIP system for all calls, ensuring our need for onsite telephonic systems/engineer site visits are kept to a minimum, again ensuring our impact on the environment is kept as low as possible.

We are pleased to report that our energy costs for our HO was reduced by 28.02% for the period ending 31 March 2021. Our aim for the next Financial Year is to further reduce this by another 28%. Furthermore, our Energy consultation is primarily fulfilled by suppliers using green/renewable sources. Our Stationery and Printer supply costs were reduced by 32.52% for the same period, and we are looking to match this again in the FY ending 2022. We are also aiming to recycle up to 95% of our printer cartridges in the FY ending 2022.

Our CSR Policy is constantly under review to ensure it remains up to date and relevant.

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