

We want to be leaders in CSR and CSR communications, and aim to use our Management team's expertise, combined with our staff's enthusiasm, to raise awareness. We hope to do this throughout our company, within the ICT community and, most importantly, with our supplier base.

Research & Debate

We want to highlight current issues in corporate responsibility, both internally and externally. We have a committee that focuses on research, influencing actions and the implementation of key ideas – this committee has 'teeth' and takes a cradle to grave responsibility. We want to be champions of communications and sustainability and are working on developing a network of interested parties.

Education

We want to educate ourselves, our staff and our 'community at large'. We want to create links with ICT colleagues and educational institutions to promote CSR issues. We aim to conduct workshops in CSR and welcome input from clients, colleagues and competitors.

Diversity in ICT

We want the ICT industry to encourage and promote diversity and the hiring of disabled workers in its workforce.

Supply Chain/Change

We encourage our colleagues, clients and most importantly our suppliers to run their operations in a responsible way.

The Tangent Charter & Industry Governance

In order to ensure high standards of corporate governance in the areas of human rights, employment law, the environment, anti-corruption and community involvement, Tangent's charter was established in 2009. The idea for the charter came from our many customers who have similar programmes and, like theirs, it is based on the United Nations Global Compact, an international initiative which is supported by companies around the world to provide accountability and transparency. The values and principles embraced within our Charter, together with the standards defined in our Policies & Procedures, ensure that Tangent's operations function within the framework of the Recruitment & Employment Confederation's Code of Professional Practice. The 10 Principles covered by the Code are as detailed in the following document.

[Download REC Code of Professional Practice](#)

