People do business. We make IT work.
Corporate Social Responsibility is really important to me and to my family. As we continue to increase our CSR activities, it further underpins our values as a business and helps us keep giving back to those in need.

Our aim remains to harness the power of technology to transform lives with the objective of enabling our people to positively contribute in a way that is personal, valuable and meaningful to them and the business.

Our CSR Policy focuses on Charity & Community, our People, and Sustainability and the Environment.

We’ve continued to support charities & community events, given our people even more opportunity to improve their well-being, and enjoyed a year of recycling projects, reaffirming our commitment to sustainability and the environment.

In 2016/17, our people have taken part in more fundraising and awareness initiatives – some of which have seen individuals achieve unimaginable feats of physical and mental endurance.

This marks another great year for CSR, and we are committed to the same level of improvement as we look ahead to 2017/18.

James Rigby | CEO, SCC
People do business. We make IT work.
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CSR Operational Group

The CSR Operational Group (COG) comprises the best volunteers from across SCC UK, to support our engagement with charities. The group meets monthly to review and debate initiatives. The COG ensures that everyone is able to positively contribute with local and national charities of choice, in a way that is personal, valuable and meaningful to them and the business.

Charity Partners 2016/17

Our approach is simple and supported by our family values. We are determined to fulfil our responsibilities to our customers, employees, suppliers, communities, charities and the global environment. We are committed to ensuring that our business is ethical, safe, professional, environmentally responsible and active in the community.

This year’s charities represent an opportunity to support diverse organisations that provide valuable support to people and their families.
The Prince's Trust

SCC is a proud patron of the Prince’s Trust, which allows us to participate in a number of exciting fundraising and volunteering opportunities. The Prince’s Trust supports young people, enabling them to move into work, education or training. The Prince of Wales’s charity has helped more than 850,000 young people since 1976 and supports more than 100 new people each day.

SCC began the partnership by creating a work-in-kind video for the Trust detailing why corporate partnerships are so important.

This year we have a number of opportunities lined up for our people to do more with the Prince’s Trust, including some new volunteering, working directly with Prince’s Trust young people.

“On behalf of the whole team at the Prince’s Trust, I would like to say a huge thank you to everyone at SCC for their continued support.

Their passion for The Trust was particularly evident during the London to Paris cycle in 2016.”

Andy Devon
Corporate Partnerships,
The Prince’s Trust
Alzheimer’s Society

SCC is proud to partner with the Alzheimer’s Society. They work to improve the quality of life of people affected by dementia in England, Wales and Northern Ireland.

This year, SCC got involved with Alzheimer’s Society’s Dementia Friends campaign, attending presentations company-wide and becoming ‘Dementia Friends’. We also raised money from dress down days and other individual challenges to support the charity.

“I am delighted to be working with SCC and am looking forward to building on our early successes in the relationship.

SCC has raised awareness by hosting Dementia Friends sessions across the business.

SCC also put together a promotional film that can be used to inform other potential partners of our work and how they can support us. A big thank you to all who have been involved so far.”

Ray Nash
Senior Regional Corporate Fundraising Executive, Alzheimer’s Society
Marie Curie

Marie Curie provides invaluable support throughout the UK to terminally ill patients and their families. SCC has supported Marie Curie locally for a number of years, including support for their West Midlands Hospice.

This year, we supported Marie Curie’s Great Daffodil Appeal across our business together with several fundraising challenges including runs, cycles and volunteering days in Marie Curie shops.

“We are delighted to be working in partnership with SCC this year; we were thrilled delighted to see SCC staff take part in so many Marie Curie events.

We have also used their skills and expertise to produce a film about our partnership and to help promote corporate fundraising at Marie Curie which is a great gift-in-kind project that will help us to secure even more support.

From all of us at Marie Curie, thank you SCC and we look forward to a hugely successful partnership.”

Joanna Hancock
Head of Corporate Account Management,
Marie Curie
Local Charities and National Campaigns supported in 2016/17

Overview

Everyone at SCC can use volunteering days to support a cause of their choice. SCC often fulfils charity requests such as IT kit donations, educational resources and event prizes.

We also have weekly dress down days supporting charities that employees have chosen.

Volunteering

“As part of a 12-week personal development programme, the Prince’s Trust brings in outside businesses to offer young people life and business skills. In March 2017, Prince’s Trust brought in SCC’s learning and development team to help the group prepare for their end of course presentations, as well as future job interviews.

Some of the group were very shy, and a few were adamant they would not stand up and speak in front of people, but by the end of the day everyone had stood up and presented. I loved getting to meet and work with young people from such diverse backgrounds. It was a fantastic day and I’ll definitely be doing it again.”

Dan Gibbons
Learning & Development Executive, SCC

“In September 2016, I assisted National Trust at Dyrham Park helping renovate a beautiful Cotswold stone wall that had been damaged by badgers tunnelling underneath. It was very satisfying to spend time helping to rebuild the wall – now that the badgers had moved on!”

Hayley Roberts
Internal Account Manager, SCC
“As a keen cyclist I’d been looking for a new cycling challenge for some time. So when SCC announced The London to Paris ride in aid of The Prince’s Trust in September 2016, I jumped at the opportunity to get involved.

Having previously completed many long distance rides, for example the Surrey Classic (Prudential London Surrey) 100 mile ride twice, several sportives and 350 miles from Solihull to Amsterdam on behalf of Marie Curie, I sort of knew what was involved. I got a lot of support from many of our vendor partners, lots of work colleagues and a few friends and family.”

Jaime Neail
Software Sales Manager, SCC

“I volunteered as an assistant scout for Skelton Explorer Scout Group (14-18 year olds). We give the explorers responsibility to make decisions in a group about activities they want to undertake and challenge themselves. Activities have included, sailing the channel, climbing the highest peaks in the UK, survival camping on Dartmoor and an international jamboree in Poland.

‘It is important to try and give back time to young people. You can learn as much from them as they can from you.’

I have given up my time by fundraising for the Scouts Centenary camp – packing bags at Tesco and sailing across the Channel with the Explorers on an Ocean Youth Trust yacht in August 2016.”

Jeremy Porter
Solutions Architect, SCC
From 2015 until 2017, SCC sponsored local Para-athlete Rob Oliver who is a professional paracanoe athlete. Rob has held British No.1 and British record holder titles – he smashed the European Championships winning Gold in 2015, and came away from the International Canoe Federation World Championships with Silver. Rob’s silver medal ensured Team GB’s place in the Mens’ KL3 200m Sprint event for the Rio 2016 Paralympic Games.

Rob said: “I came here with three goals; win a medal, finish in under 40 seconds and to get a Paralympic quota place for Team GB in the KL3 200m. All these goals were achieved and I am so happy!”

Rob went on to take 5th place in the competitive KL3 200m event at the Rio Paralympics in 2016.

“Rob has asked me to pass on his grateful thanks to everyone at SCC for their support. Without the funding that the company gave to Rob he would not have been able to buy a competitive boat, which allowed him to maximise his potential of becoming European Champion and No.2 in the world. Your support has been very much appreciated.”
Contributions in 2016/17

APRIL 2016

**Thrombosis UK**
Dress Down Day

**Ian’s Easter Motorbike Ride for Charity**
SCC’s Ian Finch took part in an annual motorbike ride, collecting Easter egg and cash donations across the region and then visiting Sunfield School in Lye & Acorns in Worcester to donate the collections.

Ian talked about the event: “It was a great day, enjoyed by all and although us bikers may look tough, we all have hearts of gold!”

**Acorns Children’s Hospice**
Dress Down Day

**Street Link**
Dress Down Day

**Stuart’s Marathon for Alzheimer’s Research UK**
Technical Services Manager for Visual Communications, Stuart Davidson, took on the London Marathon for Alzheimer’s Research, completing the challenge in just 3hrs and 32mins. He talked about the challenge before the race: “My mum’s journey through early onset Alzheimer’s is one of hundreds of thousands in the UK. Raising funds for Alzheimer’s Research is my way of creating a positive outcome from a sad story and helping to change the future. My family and I have developed an association with Alzheimer’s Research, running lots of fundraising events and in the last year we have raised in excess of £20,000 for Alzheimer’s Research with events.”

MAY 2016

**Ian Russell Cycles Etape Caledonia for Marie Curie**
Country Manager for Scotland and Northern Ireland, Ian Russell took part in Etape Caledonia for Marie Curie. This means Ian cycled 81 miles, ascending over 1,500m across the Scottish Highlands this May – a tough challenge indeed!

**RNLI**
Dress Down Day

**Pete’s Three Runs for Marie Curie**
Technical Architect Pete Medlicott took on three phenomenal running challenges this year, supporting Marie Curie; two marathons and a series of races that adds up to 52 miles in 7 days. Pete talked about his events: “I like a challenge! I have done runs for charity before, but this is more than I’ve ever attempted.

**Peter’s 50-mile Cycle for Zöe’s Place**
Major Incident Manager Peter Smith participated in a 50-mile cycle ride, supporting charity Zöe’s Place. Peter talked about his challenge: “I have raised money for Zöe’s Place before through a friend who promotes and supports them. The work they do for palliative care for children puts your own life into perspective. The children are incredibly brave.”

**Alzheimer’s Society**
Dementia Awareness Week, Dementia Friends and Dress Down Day
Contributions in 2016/17

JUNE 2016

**Alan’s 5k Every Day for Cerebral Palsy**
Operations Team Leader Alan Fletcher completed the challenge of running 5km every day throughout May, supporting two year old Max who has Cerebral Palsy Spastic Diplegia.

**Friends of Raymond**
Dress Down Day

**Age Concern Bracknell Forest (ACBF)**
Dress Down Day

**Peter’s Cycling Challenges for DMD**
Account Director Peter Harrison took on two challenges, cycling Prudential Ride London and 100 miles of the South Downs way, all supporting Harrison’s Fund, in aid of Harrison Smith, who has Duchenne Muscular Dystrophy.

The charity has one goal – to get as much money as possible into the hands of the world’s best researchers, who are working to find a cure.

**Mencap**
Dress Down Day

**Midland Freewheelers**
Dress Down Day

**Chris’ Hike for Macmillan Cancer Support**
Account Director Chris Budd completed a 26-mile hike, raising funds for Macmillan Cancer Support.

“The support we have received for this has been overwhelming and truly inspirational; I can’t thank everyone enough for their support. I’m proud to see that SCC supports these charities and hope everyone else is too. Without our help they would not be in the position to offer the care and support that so many of us need during these truly tough times.”

**Molly Olly’s Wishes**
Dress Down Day
Team SCC’s Cycle for Bloodwise
Rob Hancock, Stephen Latham, Delroy Timmins and Adam Joyce from DCS took on a 52-mile bikeathon on Sunday 10th July, raising funds for the charity Bloodwise.

National Deaf Children’s Society (NDCS)
Dress Down Day

Richard's Extreme Challenges for Maggie’s Cancer Charity
Lead Architect Richard Simpson took on two extreme challenges in aid of Maggie’s Cancer Charity and despite not hitting his original target, he still went ahead and wore a dress for his first challenge!

Richard said: “Doing this has given the team an insight into the work that Maggie’s do and has been heart-breaking and inspiring at the same time.”

Molly Olly’s Wishes
SCC partnered with Molly Olly's Wishes to sponsor four wishes for four brave children. Molly Olly’s Wishes is a charity which supports children with terminal or life-threatening illnesses and their families, to help with their emotional wellbeing. They grant individual wishes and donate therapeutic toys and books to both children directly and to hospitals throughout the UK.

SCC has granted wishes for the latest technology, with the donation of an iPhone and an iPad, a day trip to Peppa Pig World, and an orthopaedic chair.
In recent years, we have experienced the tragic and untimely loss of a number of our SCC colleagues – and friends – to terminal illness, and it is in memory of them that we have decided to support others going through similar experiences, and these special wishes for these special children are in their name.

**Myton Hospice**
Dress Down Day

**Charlie’s Cycle for COPS**
SCC’s Charlene-Elise Anderson took part in the 180-mile Police Unity Tour Bike Ride for charity Care of Police Survivors (COPS). Before the event Charlie said: “I am cycling from New Scotland Yard in London to the National Arboretum in Staffs over three days to raise money for a charity that supports families of officers killed on duty.”

**Renal Ward 1 at Birmingham Children’s Hospital**
Dress Down Day

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**AUGUST 2016**

**Steps**
Dress Down Day

**Tom’s Cycle for London Youth**
Project Manager Tom Kirrage took part in the annual cycle Prudential Ride London, supporting charity London Youth.

Tom told us: “Mission accomplished! Thank you to everyone who has donated!”

**Birmingham Dogs’ Home**
Dress Down Day

**Variety The Children’s Charity**
Dress Down Day

**James’ Dream Just 4 Children**
Dress Down Day
SEPTEMBER 2016

**Fit for Felix**
Dress Down Day

**Hampshire & IOW Air Ambulance**
Dress Down Day

**Cheshire Down’s Syndrome Support Group (CDSSG)**
Dress Down Day

**Employee Wellbeing Day**
Advice and tips as part of The Healthy Employee scheme.

**SCC Team Volunteering Day for Marie Curie**
A team of eight SCC employees took part in a volunteering day with our charity partner Marie Curie. The team comprising Neil Cheung, Chris Young, Marianne Silsby, Jonathan Wright, Ian Stapleton, Dave McGwyre, Daniel Lewis and Trevor Dalton, were split into two groups between the Marie Curie shops at Golders Green and Belsize Park.

The aim of the day was to create a bit of competition between the two shops and see which team could bring in the most stock, help raise the profile of the shop locally and ultimately create the greatest increase in the shop’s takings.

Marie Curie’s Jemma Bonner said: “The Belsize Park team are the winners for the amount of stock they brought with them, the imaginative thought behind selling stock outside the shop front and due to takings being up on the previous week and previous year.”

**Carolyn’s Cycle for Maternity Ward at the Royal Berkshire Hospital**
TSR Support Specialist Carolyn Bell supported her friends and family to raise funds for the Maternity Ward at the Royal Berkshire Hospital. The group took part in the cycle relay ‘Pass the Pinard’ from Truro to Newcastle in a bid to raise £20,000 for the ward.

Carolyn said: “The money being raised is being used to buy new equipment for the Maternity Unit at the RBH.”

**Fishing For Heroes**
Dress Down Day

**Haven House Children’s Hospice**
Dress Down Day

**London to Paris Cycle for The Prince’s Trust**
SCC’s London 2 Paris adventure was completed as Jaime Neail, Nigel Tait, Carl James, Mark Porter and Mike Francis arrived in the French capital on Saturday 24th September, having set off from Greenwich Observatory on their 280-mile cycle.

The team headed for Dover and crossed the channel to Calais on Thursday morning, before riding down through Abbeville, Beauvais and finally into Paris, where they were met by colleagues from SCC France, raising around £5,000 for the charity.
Contributions in 2016/17

OCTOBER 2016

The Richard Cowley Cup
The Richard Cowley Cup is an annual fundraising event, organised in memory of Richard Cowley who lost his battle with bone cancer in November 2012. Over £1,000 was raised at the event, through donations, cake sales, games and two raffles, one of which was for an iPad Air 2 donated by SCC. Matthew has thanked SCC for its support in raising money for a cause so important to him and his family.

Macmillan Cancer Support
Bake Sale and Dress Down Day

The Chordoma Foundation
Dress Down Day

Woodlarks Campsite Trust
Dress Down Day

Snoopy Rescue UK
Jo Jeynes, SCC Service Delivery Manager went sober for October to raise money for Snoopy Rescue UK.

Georgina Unit at Russell Hall Hospital
Dress Down Day

Eddie’s Half Marathon for Acorns Children’s Hospice
Eddie Fisher, BAU Infrastructure Engineer completed The Great Birmingham Run in less than two hours, raising over £220 for the charity. Eddie said: “It’s a great local charity that does amazing work providing care, support, fun and laughter for children with life limiting or life threatening conditions and their families.”

Dan’s Challenge for Barnardo’s
SCC’s Dan Poole took on Mens Health’s ‘Survival of the Fittest’. The world’s biggest urban adventure race series is a 10km city-based running route, punctuated with 10 unique and challenging Survival obstacle ‘zones’.

Edward’s Trust
Dress Down Day
SCC Recycling Team Support Met Police
SCC’s on-site recycling services team has been described as a “great ambassador” for the company following a project at New Scotland Yard (NSY).

The team was involved in the removal of IT equipment from NSY with a hard deadline of 31st October. Having overcome a number of obstacles that threatened to derail the project, the team delivered well ahead of schedule, much to the delight of the Met Police.

NSY Decommissioning Manager Nigel Plant MBCS contacted SCC specifically to pay tribute, saying: “We are very pleased with the work the guys have done, they have all worked extremely hard to assist us and we are now well ahead of where we expected to be at this point. They are great ambassadors for SCC, I would have no qualms in working with any of them again.”

Charity Golf Day for British Red Cross
Participating as the only Gold Sponsor, SCC’s Co-op account team attended the day, enjoying a competitive session of golf at the Macdonald Portal Hotel in Cheshire, followed by a sponsored dinner, where they continued to raise money and awareness through a charity raffle, IT quiz and an auction.

SSAFA (The Armed Forces Charity)
Dress Down Day

BBC Children in Need
Dress Down Day

SARA (Severn Area Rescue Association)
Dress Down Day
Contributions in 2016/17

DECEMBER 2016

**Military Wives Choir**
SCC helped the Military Wives Choir, including our very own Alison Penfold-Philips, with a donation for their performance in New York’s Carnegie Hall and supported their efforts towards a Christmas No.1.

**Paladin NSAS (National Stalking Advocacy Service)**
Dress Down Day

**Save the Children**
Christmas Jumper and Dress Down Day

**CLAPA (Cleft Lip & Palate Association)**
Dress Down Day

JANUARY 2017

**Zoë’s Place**
Dress Down Day

**Care of Police Survivors**
Dress Down Day

**Severn Hospice**
Dress Down Day

**Georgina Unit at Russell Hall Hospital**
Dress Down Day

**Draycote Water 10k Race**
We’re proud of our sporty SCC colleagues who ran in the Draycote Water 10km Race on Sunday 15th January, getting in some serious training at the start of the year.

The SCC team performed well with some impressive times, particularly Tim Kenny coming 10th overall, and Adam Joyce hot on his heels, arriving in 24th position. The rest of the team was made up of Stuart Gaffney, Carl Commander, Stephen Latham, Robert Hancock and Matthew Stephens.

**Children with Leukaemia**
Dress Down Day
FEBRUARY 2017

Cancer Research
Dress Down Day

‘SCC Digital Innovation of 2017 Award’ for Cheshire Police
We awarded this new accolade to Cheshire Police in recognition of their move to integrate technology and improve mobile working.

RSVP (Rape and Sexual Violence Project)
Dress Down Day

James’ Dream Just 4 Children
Dress Down Day

Warrington Multiple Sclerosis Society
Dress Down Day

MARCH 2017

Team Jak
Dress Down Day

CHAS
Dress Down Day

Autism West Midlands
We raised over £850 at our quiz night and SCC matched this to bring it to a grand total of £1700.

SSPCA
Dress Down Day

Red Nose Day for Comic Relief
Bake-Off, Cake Sale and Dress Down Day

Cash for Kids
Dress Down Day
CSR Financials

70 Charities Supported

89% Staff Engagement

TOTAL DONATIONS (in the year)

£138,495
Our People

Learning & Development

Our people make success possible. We are committed to the personal and professional development of everyone at SCC, ensuring they gain the necessary skills to reach their full potential.

Our people development strategy enables our individuals to continually improve their knowledge and skills, and prepare for their future career.

We offer a wide variety of blended learning with solutions such as:

- **Specialist Technical Training** – operating the 70:20:10 learning & development model, i.e. 70% challenging assignments, 20% developmental relationships and 10% coursework and training;

- **Technical Accreditation and Qualifications** – continuing programmes that develop managers and teams, such as the accredited Myers Briggs Programme (MBTI) for self-awareness activity and personal development;

- **People Development Training** – developing SCC’s people through programmes such as ‘business writing, and ‘thinking and working under pressure’;

- **Leadership and Management Development** – actively encouraging lateral development and allowing managers at SCC to work across multiple departments within the business gaining valuable experience;

- **e-Learning** – supporting the company induction and helping orientate new people joining the business;

- **Education** – delivering three presentations on e-safety in local schools and investing in ‘Barney & Echo’ books;

- **Video-Learning (v-Learning)** – enabling new joiners to learn key IT systems and processes;

- **Mentoring Scheme** – expanding operations to Vietnam team members who visit the UK HQ to receive training, mentoring and support from Learning and Development;

- **Graduate Schemes** – bringing in new graduate talent in a cohort of 14 graduates across IT who will receive a wide variety of external training;

- **Apprenticeships** – believing in growing talent from within and providing a career pathway. Partnering with training providers, we deliver apprenticeship programmes that lead to fulfilling careers at SCC;

- **Job Shadowing** – coordinating secondments and job-shadowing that offers our people insights to other areas;

- **The Erasmus Programme supporting SCC Romania with Internships** – providing a three-month placement in the UK to three interns from Romania, giving them a fantastic experience, including bespoke induction and training days.
At SCC we encourage opportunities to develop. Our people can enjoy a fulfilling and stable career and in turn we retain a wealth of skilled people with talent and enthusiasm.

The performance development review (PDR) process allows the business to identify future leaders and presents opportunities for them to progress in their careers. It also supports colleagues in developing new skills to meet emerging business requirements.

In 2017/18 we will continue to evolve our Learning & Development function by:

- Increasing the e-learning provision for “just in time” accessible learning;
- Embedding the new company induction programme with a blended learning approach;
- Implementing a new learning management system that will manage the skills of our people in a much improved way;
- Understanding if Level 6 IT Apprenticeships can be implemented, broadening the apprenticeships delivery further;
- Further developing leadership training programmes.
Apprenticeship Schemes

As a family-run business, SCC values apprenticeships as a reliable means of maintaining a diverse and talented business. By investing in a wide range of apprenticeship schemes, SCC supports young people with the qualifications, on-the-job experience and the transferable skills they need to succeed in their chosen career.

Apprenticeships are proving highly successful across the company in multiple business areas. There are a variety of apprenticeship schemes, and we have between 18 - 24 programmes running and several in development.

Working closely with training providers, we have developed a diverse and rewarding selection of apprenticeship programmes, each linked to a clear career pathway. We aim to retain 100% of apprentices who complete their qualifications and training and offer opportunities to progress to higher level qualifications, up to the equivalent of foundation degree level. Many of our apprentices have progressed to Level 4 (foundation degree equivalent) from Level 3 in IT. This creates an excellent career anchor and the majority secure permanent roles at the end of their apprenticeship.

“As a family run business, SCC values apprenticeships. The company offers a diverse and rewarding selection of programmes, each linked to a clear career pathway.”

- Jennifer Ingram, Organisational Development Manager SCC

“I joined SCC as an apprentice working towards my IT pro level 3 qualification which I achieved in March 2016. Prior to joining SCC, I had no experience in the IT industry and no career goals or objectives as I was still discovering the path I wanted to take.

I have gained a vast variety of career options thanks to the valuable knowledge, experience, tools, qualifications and passion for IT that I have acquired that would not have been possible without SCC and all that they have provided.

After I had completed my initial apprenticeship, I was offered a permanent position at SCC which I did not hesitate to accept. This was also followed by further opportunities such as to continue with my education, furthering myself and increasing my career prospects. I am now carrying out the higher apprenticeship IT professional level 4 and working towards my degree.”

- Aziz Omer, Distributed Support Engineer SCC
Equality & Diversity

We are committed to a policy of equal opportunities and promoting diversity in all aspects of employment. All applicants and employees are treated in the same way. Furthermore, SCC recognises the importance of employing individuals based on their knowledge and skills, and that different experiences and personalities can build innovation and diversity.

Our policies are compliant with SA8000 and Government Human Rights standards, and guided by fundamental principles such as those in the UN Universal Declaration of Human Rights and the International Labour Organisation. As well as this, we are a member of the UN Global Compact Network UK.

Gender Pay Gap

2017 firmly established SCC’s business transformation to an IT services business following record sales in FY16 with continued growth and investment throughout the year. Our success, past and present, is very much down to the brilliant people who make up our business.

This is why SCC promotes a culture that values the fantastic contribution of both men and women. In an industry that is overwhelmingly represented by men (75%*) earning typically 25%* more than women, SCC has managed to more than halve the gender pay gap (12.3%).

As a family owned and managed business, we embrace diversity with pay principles that ensure gender is not a factor in how people at SCC are paid or rewarded. Our overriding aim is to make SCC a great place to work for everyone. With that in mind, we remain committed to attracting and retaining the very best talent, irrespective of gender, by encouraging more women to join and succeed with us.

Employee Benefits

The Healthy Employee Scheme

SCC has worked with The Healthy Employee (THE) for over five years giving people at SCC the opportunity to improve their wellbeing and maximise their health through a sensible, down-to-earth approach to making sustainable dietary changes through:

- Health Assessments - valued workplace health assessments which include blood pressure, body composition analysis, blood glucose testing and total cholesterol testing;
- 1-2-1 8-week telephone-based healthy eating programmes;
- 12-week online programme.

“SCC employees work with us to improve their health which can often involve habit changes such as eating a regular breakfast, drinking enough water, eating regular meals and avoiding most of the junk foods.

We have provided health assessments and these have been very well received with people making positive comments and statements about this service.”

- Anna Mason, Founder and Director of THE

Cycle to Work Scheme

Our Cycle to Work Scheme continues to grow with improved facilities to enable more people travel to work on their bikes with the comfort of knowing they can leave their bike in a secure shed whilst at work and use the showers and changing facilities.

Salary Extras

Anyone at SCC can take advantage of a wealth of benefits, from 25% off stays at the Rigby Group’s Eden Hotel Collection, to mobile phone schemes, secret sales, discounted cinema tickets, childcare vouchers and many more.

Refresh Café

At our head office in Birmingham, we have a café where people can enjoy a variety of healthy sandwiches and cooked food. The café enables people to step away from their work and recharge their batteries.
Health and Safety

As a market leading technology solutions provider uniquely combining strength, depth and core family values we are committed – so far as is reasonably practicable – to protect the health, safety and welfare of our staff and that of our customers and partners who may be affected by our undertakings.

We recognise that continual improvement in our H&S performance will depend upon the maintenance of a positive health and safety culture, where our policy aims will be delivered through the continued involvement and commitment of Directors and Managers across all business levels and where effective communication and employee ownership and participation in health and safety related matters is encouraged.

<table>
<thead>
<tr>
<th>Total Number of Lost Time Man Days</th>
<th>Total Number of Man Hours Worked</th>
</tr>
</thead>
<tbody>
<tr>
<td>0 2015</td>
<td>0 2016</td>
</tr>
<tr>
<td>3.24m 2015</td>
<td>3.24m 2016</td>
</tr>
</tbody>
</table>

Total Number of Non-Reportable Injuries:

<table>
<thead>
<tr>
<th>Total Number of Non-Reportable Injuries</th>
<th>Total Number of Reportable Injuries</th>
</tr>
</thead>
<tbody>
<tr>
<td>78 2015</td>
<td>1 2015</td>
</tr>
<tr>
<td>28 2016</td>
<td>1 2016</td>
</tr>
</tbody>
</table>

Accident Frequency Rate Total
(x1,000,000 hours worked):

<table>
<thead>
<tr>
<th>Accident Frequency Rate Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.92 2015</td>
</tr>
<tr>
<td>0.92 2016</td>
</tr>
</tbody>
</table>

Accident Frequency Rate Total
(x100,000 hours worked):

<table>
<thead>
<tr>
<th>Accident Frequency Rate Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.18 2015</td>
</tr>
<tr>
<td>0.8 2016</td>
</tr>
</tbody>
</table>

Average Number of Employees:

<table>
<thead>
<tr>
<th>Average Number of Employees</th>
<th>2015</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,800</td>
<td>1,800</td>
<td></td>
</tr>
</tbody>
</table>

"In the Year 2016 to 2017 we recorded our lowest accidents to date; our overall falls are below any national average and we continue to work further to reduce this number."

Mark Buckley, Compliance and Resiliance Manager
Our Commitment to Sustainability and the Environment

Awards and Accreditations

As a large privately-owned IT Solutions company, we are aware that we are responsible for playing our part and being committed to the environment. We ensure we do the best we can to work in a sustainable way. Our sustainability and environment policies lay out our working processes to achieve this.

SCC has been awarded the MEBC Sustainability Business Award, and has won Gold at The International CSR Awards.

Environmental Management System

We use an Environmental Management System (EMS) which is certified by Lloyd’s Register Quality Assurance (LRQA) and we were the first organisation of our type to have this implemented back in 2005.

ADISA Certification

“We are absolutely delighted to award SCC a Distinction with Honours after their recent full audit. SCC has been an ADISA member for five years and has constantly maintained their operations at an incredibly high standard. This is now reflected in this higher award for the team and really marks SCC as one of the most outstanding ITAD companies in the industry. ADISA has only a handful of members that have achieved this award and we are delighted to add SCC to this group.”

Lisa Mellings, ADISA

“I would like to thank the entire Recycling Team for all their efforts and continued diligence in ensuring the integrity of our operation is maintained.”

Keith Hope, Operation Manager for Recycling Services SCC
Supply Chain compliance with UK and International CSR legislation

SCC’s CSR Board is responsible for setting CSR policy and managing compliance with UK and International CSR legislation.

Recycling & Green IT – Overview

- Investment in Recycling Services over £15 million
- 0% Landfill Objective on recycled IT
- CESG approved data erasure in accordance with HMG Standard No.5
- 20,000 Assets processed monthly through Recycling Services on average
- 100,000 items securely data erased per year on average
- IT equipment placed back on the market 715.357 tonnes
- IT equipment securely disposed and recycled 982.91 tonnes 2015/16 = 1770.26
- IT equipment refurbished and redeployed 174.177 tonnes

Sustainable Projects

Greenhouse Gas Assessment

To view our greenhouse gas assessment, please visit the CSR page on our website where you will find a link to the CO2balance report.
In 2014, SCC launched its new UK Operations Centre, designed to bring all of our Supply Chain and Managed Services under one roof for the first time: a unique offering in the UK.

The integration of all services into one secure facility provides operational efficiency and savings in time, resource and cost for our customers, as well as reducing carbon footprint for customers using a combination of Supply Chain and Managed Services.

“The sales team has had multiple business wins in a fiercely competitive market in FY16/17, their efforts have made us the most accredited ITAD in the UK – it really was a year to remember.” - Barry Mitchell, Supply Chain Sales Manager

**Recycling Material Year on Year Comparison**

Our year-on-year waste management and recycling figures are provided to our customers and have enabled them to monitor and minimise their waste and save on capital expenditure through on-selling materials and refurbishing IT. The table below illustrates our overall year-on-year output.

<table>
<thead>
<tr>
<th>Display Unit</th>
<th>Ferrous Metals</th>
<th>Cardboard</th>
<th>Cables</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2016</strong></td>
<td><strong>128.78</strong></td>
<td><strong>260.68</strong></td>
<td><strong>110.22</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Batteries</th>
<th>Non-Ferrous Metals</th>
<th>PSUs</th>
<th>Shrink Wrap</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2016</strong></td>
<td><strong>14.44</strong></td>
<td><strong>53.89</strong></td>
<td><strong>37.50</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Toners</th>
<th>Polystyrene</th>
<th>Paper</th>
<th>Copper</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>2016</strong></td>
<td><strong>8.42</strong></td>
<td><strong>6.38</strong></td>
<td><strong>3.27</strong></td>
</tr>
</tbody>
</table>
People do business. We make IT work.

We enable people to do business. We plan, supply, integrate and manage IT for leading public and private sector businesses across Europe.

LinkedIn: ‘SCC’ | E: online@scc.com | W: scc.com