

Corporate Social Responsibility (CSR) Policy

1. The purpose of this policy

As a supplier to the UK public and private sectors, Invitise Ltd understands the standards and behaviours expected of us. We are dedicated to conducting business responsibly, ethically and sustainably. This policy sets out our commitments to our people, our clients, the specialists we represent, our supply chain, our community and the environment, and how we hold ourselves accountable to them.

2. Who we are

Invitise Ltd is a UK capability partner specialising in Cyber Security, Technology and the Public Sector. We source, select and place specialists into permanent and interim engagements, with senior-led delivery and on-site presence within 24 hours where an engagement requires it.

We are a fully remote business and have operated without owned or leased premises since incorporation in May 2021. We are led by our Managing Director, Fahim Rashid CMgr FCMI, a Chartered Manager and Fellow of the Chartered Management Institute, a Fellow of the Recruitment and Employment Confederation (FREC), holder of a BA (Hons) in Economics from the University of Manchester and a CMI Level 7 qualification in Leadership, with over 20 years of recruitment experience supplying talent across UK financial services, technology and the public sector, including central government, local authorities and defence.

Our standards are externally assured:

- ISO 9001:2015 certified quality management system (certification body PJR, UKAS-accredited)
- Cyber Essentials certified
- REC corporate member, operating to the REC Code of Professional Practice
- Information security managed in alignment with ISO 27001

3. Ethical business conduct

We conduct business honestly and transparently, and we comply with all laws and regulations applicable to our work, including the Conduct of Employment Agencies and Employment Businesses Regulations 2003 and the Agency Workers Regulations 2010.

- We take a zero-tolerance approach to bribery, corruption and fraud, including the corporate offence of failing to prevent fraud under the Economic Crime and Corporate Transparency Act 2023. Our Anti-Bribery, Corruption and Fraud Prevention Policy applies to everyone acting for or on behalf of Invitise.
- We oppose slavery, servitude, forced labour and human trafficking in all forms. Our Modern Slavery Statement is published on our website and reviewed annually.
- We protect those who speak up. Our Whistleblowing Policy guarantees that concerns raised in good faith are investigated without detriment to the person raising them.
- We safeguard personal data under UK GDPR and the Data Protection Act 2018, with published privacy notices, defined retention periods and encrypted systems.

4. Our people, equality, diversity and inclusion

We recruit, develop and reward on merit. We do not tolerate discrimination, harassment or victimisation on any ground protected by the Equality Act 2010, in our own business or in the engagements we deliver.

- Every shortlist we present is built on capability. We challenge requirements that could unintentionally exclude, and we advise clients on inclusive role design and interview practice.
- Our Sexual Harassment Policy implements the preventative duty under the Worker Protection Act 2023.
- As a fully remote business we offer flexible working by default, which widens access to work for carers, parents and people for whom conventional office patterns are a barrier.
- Both directors complete documented training whenever our systems, processes or obligations change, and our training records are maintained as part of our ISO 9001 quality management system.

5. Environmental responsibility

We publish a Carbon Reduction Plan in accordance with PPN 006 (formerly PPN 06/21), available on our website, and we are committed to Net Zero by 2030, two decades ahead of the UK statutory target.

- Our emissions are measured from actual recorded expenditure using Government conversion factors, so every figure we declare is evidence-based and auditable.
- We have operated fully remotely since incorporation: no commuting, no office energy footprint. Home-working energy is reported transparently under Scope 3 using the published Government homeworking factor.
- In December 2025 we transitioned company motoring from a petrol-hybrid to a fully-electric vehicle, eliminating tailpipe emissions from business motoring.
- We prefer video-first client engagement, and rail over road for unavoidable long-distance travel.
- Our emissions have reduced every reporting year since our May 2021 baseline.

6. Community and social value

We believe public frameworks and private engagements alike are opportunities to deliver genuine social value, particularly through employment and training for people from underrepresented communities.

We work closely with community centres in deprived areas of Manchester, including the British Muslim Heritage Centre and Madrisa Zakaria in Whalley Range, and we have pledged to continue offering:

- Career advice, professional profile writing and job-search assistance
- Interview techniques and training
- Skill-shortage and high-growth sector advice, including cyber security, software development, data science and AI
- Mentoring for people who have been unemployed for long periods
- Support for people with refugee status, and people with criminal records, into meaningful long-term employment

We invest directly in employment and skills:

- We host work-experience placements, typically one each year, arranged through our local community links.
- We hosted and supported a team member through a completed apprenticeship with Invitise (2024 to 2026), and we remain open to apprenticeships as we grow.
- We offer paid community-service leave and contribute around 20 hours of staff volunteering each year.
- We mentor extensively, through Muslim Mentors and at local community centres including the British Muslim Heritage Centre and Zakariya Mosque, covering professional profile writing, interview technique, job-search and careers support.
- We are committed to signing the Armed Forces Covenant.

We share our sector knowledge freely. Cyber Heard, our podcast and insight platform, gives UK security leaders and frontline practitioners an open forum on the real state of the industry, at no cost to guests or listeners.

Invitise pledges at least 5% of its profits each year to charitable causes; in recent years our giving has averaged above 20% of profit, sustained even through a break-even trading year. Beneficiaries include the rebuild of a community centre in Whalley Range, Manchester; the Reed Foundation Yemen Emergency appeal; Human Appeal's orphan support programme; and charities including Muslim Hands, SKT Welfare, Ummah Welfare Trust, Orphans in Need, the National Zakat Foundation, Muslim Aid and Muntada Aid. Our Social Value Metrics sheet quantifies these commitments and is refreshed annually.

We also support regional growth by buying from locally based small businesses wherever practical, helping to create jobs and training opportunities in communities experiencing social exclusion.

7. A responsible supply chain

- Contractor payroll is engaged only through our audited Preferred Supplier List of umbrella companies, each verified for compliance, with FCSA and SafeRec accredited providers used where a contractor's own umbrella is required.
- We flow our ethical standards, including anti-slavery, anti-bribery and equality commitments, through our supply chain, and we verify rather than assume compliance.
- We pay 100% of supplier invoices on time, within agreed terms, and operate transparent self-billing for our contractor supply chain, so the people who deliver the work are never left waiting for payment.

8. Value for the taxpayer

We aspire to deliver value for every taxpayer pound and to be able to demonstrate that value over the long term. Our engagements are priced to offer sustainable value throughout their life, including when changes are needed. We work in good faith to resolve any disputes promptly and fairly through good relationship management and, where appropriate, contractual dispute resolution mechanisms. We bring recognised industry best practice, innovation and market insight to help contracting authorities address their strategic challenges and support growth and prosperity in the UK.

9. Governance, measurement and continuous improvement

- This policy is owned by the Managing Director and applies to everyone acting for or on behalf of Invitise Ltd.
- CSR objectives and social value outcomes are assessed quarterly, with corrective action taken where progress falls short.
- CSR performance is examined through the internal audit and management review cycle of our ISO 9001 quality management system.
- CSR-related information and social value outcomes are published through appropriate channels, including this policy, our Carbon Reduction Plan, procurement submissions and client reporting where required.
- This policy is reviewed annually, or sooner if significant regulatory or operational changes occur.

10. Conclusion

At Invitise Ltd, corporate social responsibility is not an annex to the business plan; it is how we run the company. By embedding ethical, sustainable and socially responsible practice into every engagement, we aim to create long-term value for our people, our clients, the specialists we represent and the communities we serve, and to lead our industry by example.

Version history

- v4.0, 11 July 2026: full rewrite reflecting the business as specialised in Cyber Security, Technology and the Public Sector: fully remote operating model, published PPN 006 Carbon Reduction Plan and Net Zero 2030 commitment, electric company vehicle, Cyber Heard community platform, current certifications, and responsible supply chain practices. Removed superseded generalist service descriptions.
- v3.0, 17 June 2026: general refresh as part of the June 2026 policy suite update.
- v2.0, 12 January 2026: prior issue.

Signed:

Fahim Rashid CMgr FCMI, Managing Director

11/07/26