



Policy on Corporate & Social Responsibility

Last reviewed – February 2026

Our Policy's Aims & Purpose

This policy sets out The Wisdom Council's Corporate & Social Responsibility strategy as a business and employer. Over the last 12 years, we've committed to hold ourselves to the same high standards that we ask of others.

Our Standards & Commitments

As part of our Corporate and Social responsibility, we are guided by four key pillars: Business Ethics, Diversity and Equal Opportunities, Environmental Impact and our Support of Local Communities.

BUSINESS ETHICS	The Wisdom Council is not a charity and is engaged in commercial activities that are designed to be profitable. However, the company brings to those activities a strong belief in "profit with purpose" with an acute awareness of the significant role that the financial services sector plays in customers' lives. We are also a certified B-Corporation business. Our approach is founded on the following principles: • To consider the end consumer in work we deliver for our clients and to give a voice to their needs and concerns. • To play our part in the drive towards greater transparency and clarity in the financial services industry by highlighting issues around a) jargon or obfuscation on the part of the industry and b) financial literacy on the part of the consumer. • To strive to deliver 'client best advice' at all times. • To abide by the MRS Code of Conduct when delivering research activities. • To ensure all our suppliers and subcontractors are compliant with our policy requirements. • To abide to our established standards of business conduct.
DIVERSITY AND EQUAL OPPORTUNITIES	We recognise the benefits of having a diverse workforce employed solely on ability. It is the policy of The Wisdom Council to ensure that no job applicant or employee receives less favourable treatment on

	the grounds of sex, race, marital status, disability, age, part-time or fixed term contract status, sexual orientation or religion. Nor is disadvantaged by conditions or requirements that cannot be shown to be justifiable. The Wisdom Council is committed not only to its legal obligations but also to the positive promotion of equality of opportunities in all aspects of employment – which we believe is to the benefit of both the organisation and its employees.
ENVIRONMENTAL IMPACT	As a small business, our impact on the environment is limited but we take proportionate action to minimise that impact and are currently net zero. For example, we make full use of recycling facilities at our serviced offices and use cloud-based collaborative working to limit paper use wherever possible. Our travel mileage and flight use is low, but the carbon footprint that we cannot reduce further we measure and offset.
SUPPORTING LOCAL COMMUNITIES	Our team have a strong social conscience, from the Board of Directors down. We work with local businesses and support the local economy by ensuring that our corporate volunteering and events are done within our local community. As a business, we also do educational outreach programmes in local schools and each year as well as for friends and family of staff.

The Wisdom Council's views on Modern-Day Slavery and Human Trafficking

At The Wisdom Council, we recognise the grave issue of modern-day slavery and human trafficking and are committed to addressing these challenges both within our operations and across our supply chain. We understand the urgency and importance of eradicating such heinous practices and prioritise the well-being and dignity of all individuals involved in our business activities.

To mitigate the risks associated with modern-day slavery and human trafficking, we take several proactive steps. As a small business, our supply chain isn't particularly complex. We mainly work with sole traders.

We conduct thorough due diligence on all our suppliers and partners to ensure they uphold our principles and adhere to recognised labour and human rights standards. We have also implemented a rigorous supplier auditing process, which includes regular site visits, interviews with workers, and meticulous documentation reviews.

Additionally, we foster a culture of awareness and education among our employees, equipping them with the knowledge and tools to identify signs of exploitation. We encourage open communication channels to report any concerns or suspicions related to labour practices, ensuring confidentiality and non-retaliation.

We also assess and monitor our supply chain to identify potential risks and promptly address any issues that arise. Should we discover instances of modern-day slavery or human trafficking, we take swift and decisive action, including terminating relationships with non-compliant suppliers and supporting appropriate legal action.

At The Wisdom Council, we believe that our commitment to corporate and social responsibility extends beyond mere compliance with regulations. We are dedicated to playing an active role in eradicating modern-day slavery and human trafficking, safeguarding human rights, and contributing to a fair and just society. We continuously strive to improve our practices and collaborate with stakeholders to achieve our shared goal of a world free from exploitation.

The Wisdom Council's views on Child Labour

At The Wisdom Council, we are committed to uphold the principles of human rights and ethical business practices, particularly when it comes to addressing the issue of child labour. We fully understand the gravity of this concern and recognise our responsibility to ensure that our operations and supply chain remain free from any association with child labour.

Operating within the legal and ethical framework of the UK laws and regulations, we strongly adhere to the prohibition of child labour as stipulated by the Children and Young Persons Act 1933. We take a zero-tolerance approach to any form of child exploitation, and we extend this commitment across our supply chain.

To mitigate the risks of child labour, we implement comprehensive due diligence processes for all suppliers and partners. Our rigorous supplier screening includes age verification protocols and strict documentation checks to ensure that no underage individuals are engaged in any part of our supply chain activities. Moreover, we maintain transparent and traceable records of our suppliers, allowing us to conduct regular audits and assessments to verify their compliance with our child labour prohibition policies.

We also believe in proactive education and awareness. Our employees are trained to recognise and report any indications of child labour within our

operations or among our suppliers. We ensure that our entire workforce understands the importance of ethical sourcing and the implications of child labour on human rights and society as a whole.

Environmental and sustainability policy

We are committed to integrate sustainable policies across our business – and our concern for the environment is a crucial part of this commitment.

Our ultimate goals are to:

1. Minimise our carbon emissions and where we can't eradicate, then offset to main our net zero status,
2. Continue to fulfil our role as a certified B-Corporation business that balances purpose and profit by meeting the highest standards of social and environmental performance, public transparency, and legal accountability.

Our Environmental & Sustainability Action Plan

In our role as a consumer insight expert within Financial Services, we aim to promote good governance in institutions, by always ensuring that the customer is given a seat round the decision-making table.

We are a small business that is engaged with sustainability. As a result, we take on volunteering opportunities as a team to support local, environmental organisations and initiatives.

We will also continue to assess the environmental impacts of our operations regularly and set objectives and targets aimed at improving our overall environmental performance.

We will also:

- Promote responsibility for the environment within the organisation and our stakeholders and communicate and implement this policy at all levels or our supply chain;
- Reduce the use of energy, water and other resources, where possible;
- Reduce the level of waste produced as result of our business operations;
- Comply with all relevant environmental legislation and regulations;
- Ensure that our policies, services and decision making process are developed in a way that is complimentary to this policy;
- Ensure all our suppliers are aware of this policy and comply with all our requirements before onboarding them to our list of confirmed suppliers;
- Identify and provide appropriate training, advice and information for staff and encourage them to establish good environmental practices at home as a hybrid working company.

This action plan is available to all our staff on our SharePoint team site and has been drawn to their attention.