

Title	Corporate Social Responsibility Policy
Cross References	Internal:  Environmental Policy  Health and Safety Policy  Equal Opportunities Policy
Date	October 2026

A) DEFINITION

Corporate Social Responsibility (CSR) is Apricot Online’s commitment to operating in an ethical, socially responsible and environmentally conscious manner. We recognise that our decisions and activities may have an impact on our employees, students, commissioners, suppliers, local communities and the wider environment.

We aim to consider these impacts throughout our operations and to conduct our business responsibly, fairly and sustainably.

B) OBJECTIVE

Apricot Online seeks to maintain a successful and respected organisation that acts responsibly towards its stakeholders. These include our students and their families, employees, schools and local authorities, suppliers, regulators, business partners and the wider community.

As an education provider, we recognise that our social responsibility extends beyond our commercial activities. We aim to make a positive contribution through the education and support we provide, the way we treat our people and partners, and the choices we make about our environmental impact.

C) POLICY

Apricot Online is committed to considering the social, ethical and environmental impact of its activities. Our principal areas of corporate social responsibility are set out below.

1. Environment

As an online education provider, technology enables us to reduce many of the environmental impacts associated with traditional workplace and education models. We will continue to seek practical ways to minimise our environmental impact, including:

- operating a digital-first approach and avoiding unnecessary printing;
- reducing waste and reusing or recycling materials wherever practicable;
- using electricity, water and other resources responsibly;
- considering the environmental impact of purchasing decisions;
- using and disposing of IT equipment responsibly, including reuse or recycling where appropriate;
- using technology to reduce unnecessary business travel; and
- using public transport or other lower-impact travel options where reasonably practicable when travel is required.

2. Charitable and community work

Apricot Online recognises the importance of contributing positively to the communities in which we operate and the communities we serve.

Where appropriate, we may support charitable and community initiatives through fundraising, donations, sponsorship, staff-led activities or other forms of support. Suggestions from employees for appropriate charitable or community initiatives are welcomed and will be considered on their individual merits.

3. Education and social impact

Education is at the heart of Apricot Online's social impact. We recognise that many of the children and young people referred to our provision may have experienced barriers to accessing or engaging with education.

We aim to provide high-quality, inclusive and flexible online education that supports students to re-engage with learning, develop confidence and make progress towards appropriate educational and personal outcomes.

We work collaboratively with schools, local authorities, families and other professionals to support students and seek to ensure that our provision has a positive and meaningful impact.

We also support the continuing professional development of our employees and encourage staff to develop their knowledge and skills through appropriate training and CPD.

4. Our employees

Our employees are central to the quality of the service we provide. Apricot Online is committed to promoting a supportive, respectful and inclusive working environment.

We aim to:

- promote employee wellbeing and a positive working culture;
- provide appropriate opportunities for professional development and training;
- communicate openly and honestly with employees;
- encourage employees to contribute ideas and feedback about our services and internal processes;
- promote fair and respectful employment practices; and
- ensure that employees are aware of the policies, procedures and professional standards relevant to their roles.

5. Equality, diversity and inclusion

Apricot Online is committed to equality, diversity and inclusion and to providing an environment in which employees, students and other stakeholders are treated fairly, with dignity and respect.

We will not unlawfully discriminate on the basis of any protected characteristic under the Equality Act 2010. Our approach to equality and inclusion is set out in further detail within our Equal Opportunities Policy and other relevant organisational policies.

6. Responsible procurement and business partnerships

Apricot Online seeks to work with suppliers and business partners whose standards and practices are compatible with our own values and responsibilities.

Where reasonably practicable, we will consider social, ethical and environmental factors when making purchasing and supplier decisions. This may include consideration of environmental responsibility, ethical business practices, equality, safeguarding, data protection and appropriate supply-chain standards.

We will also consider opportunities to work with local suppliers and businesses where this is appropriate, commercially reasonable and capable of meeting our operational requirements.

D) ON-GOING COMMITMENT

Apricot Online is committed to the principles of corporate social responsibility and will consider relevant social, ethical and environmental impacts when making appropriate operational and strategic decisions.

The Senior Leadership Team is responsible for promoting the principles of this policy throughout the organisation. Employees are encouraged to identify opportunities to improve our social and environmental impact and to raise suggestions through appropriate internal channels.

This policy will be reviewed annually and sooner where significant changes to legislation, organisational activities or good practice make this necessary.

Authorised by: Jodie Phillips, Operations Director

Date: October 2026

Review Date: October 2027