



MARLIN HAWK

## **Corporate Responsibility Statement**

**At Marlin Hawk we set high standards for ourselves. These standards extend to the role we play in the community. For us, it is important to do the right thing when it comes to social, ethical and environmental conduct and to operate a sustainable business model. It's part of our culture and we're proud of it.**

### **Diversity & Inclusion**

Diversity & Inclusion is our central tenet. It underpins all aspects of our employment policies, procedures and practices. We believe in equality, celebrate individual differences and value the contributions of all our staff.

We believe that leadership thrives on diversity. We therefore encourage our clients to look beyond box ticking exercises and recognise the huge commercial benefit that a rich array of perspectives can bring. Our approach to Diversity & Inclusion is broad: it is not just about gender, race, religion, sexuality or disability, but about leveraging the power of eclecticism and making unexpected talent discoveries that can redefine success for our clients.

We are a signatory to the [Voluntary Code of Conduct for Executive Search Firms](#), which promotes gender diversity on corporate boards. It is a Code that was drafted by the executive search community in response to Recommendation 8 in the Davies Review on Women on Boards, published in 2011.

### **Ethics**

Exemplary business conduct is one of the key pillars the company was founded upon and is taken very seriously by the board. All employees are expected to comply with the company's ethics policy and conduct themselves in a manner that reflects favourably on both our company and our profession.

Marlin Hawk is a member of the Recruitment & Employment Confederation (REC) and the Interim Management Association (IMA) and subscribes to their respective Codes of Professional Practice. Adhering to the Codes extends beyond legal requirements to honesty, respect for and equitable treatment of others, integrity and social responsibility. REC membership requires that a compliance test is conducted every two years and that members be subject to audit upon request.

Marlin Hawk respects and supports the protection of internationally proclaimed human rights. We uphold the principles of the Universal Declaration of Human Rights and do everything in our power to ensure that we are not complicit in any human rights abuses.

### **Community investment**

Marlin Hawk is all about talent management. We recognise that the lifeblood of business is the next generation, but that young people often struggle to make informed decisions about their futures. That's because 14-19 year olds, especially those from socially deprived backgrounds, are expected to make important life, career, training, apprenticeship and education decisions with no experience of employment options.

So Marlin Hawk is helping do something about it by supporting [workinsight.org](https://www.workinsight.org), a charitable organisation founded by Piers Linney (of *Dragon's Den* fame) that aims to open young people's eyes to the world of work. By connecting schools with employers, young people can benefit from multiple, short insights into the workplace that empower them to make valid decisions about their own futures.

Marlin Hawk also backs *Ready for Work*, a national programme run by Business In The Community (BITC), a not-for-profit organisation of which The Prince of Wales is President. *Ready for Work* helps disadvantaged people find work through coaching, work placements, support networks and practical help clubs. Marlin Hawk's main involvement is to provide volunteer job coaches. Each job coach provides one-to-one support, advice and motivation to help participants take a route into employment and a lasting path out of social exclusion. Participants may be homeless, in care, in long term unemployment, have criminal convictions and/or lack qualifications. The role of the job coach is to help them apply for jobs, prepare for interviews, build confidence and ultimately to make a life-changing transition into sustained employment.

### **Environment**

Marlin Hawk is a boutique advisory firm and an office-based business. Given the nature of our services, our impact on the environment is relatively small compared to other business sectors. Yet we strive to be a responsible corporate citizen and – in our own modest way - do everything we can to safeguard the environment and promote a sustainable, low carbon world.

Accordingly, we expect every person within the company to support our policies and procedures relating to waste & recycling, paper use, power and travel.

### **Policies**

Marlin Hawk has policies in place to govern the company's corporate responsibility principles:

- Ethical Conduct (including Human Rights)
- Health & Safety
- Equality & Diversity