

ESG Statement

At Phoebus Software Ltd (PSL) we are committed at all times to conducting our business in a responsible and sustainable way, as this is integral to the way that we do business. We are committed to behaving in a way that is beneficial to our employees, our clients, our environment and the wider community. This is reflected in our 2020 ESG strategy 'Developing Our Future'.

In order to achieve our 'Developing Our Future' strategy we commit to the following:

Our Clients

We support many different types of clients by providing products and solutions to meet the needs of medium and larger businesses.

We continually work to ensure that we are providing the best service for our clients, and the PSL values are core to this aim. We ensure that our communications with clients are clear, whilst we constantly strive to provide products that meet their varied needs.

Our People

We respect and value the things that make our employees individuals and we are committed to creating a culture of inclusion and diversity.

We provide access to training for all employees to put them in the best position to do their job well and fulfil their potential. Regardless of role or level, everyone at PSL has access to a variety of developmental opportunities to help realise their full potential. We believe that supporting individual growth and development helps us attract and retain talented individuals.

Our Values

Our core Company values; Dedicated, Open, No-nonsense and Excellence are at the heart of how we do business, with respect and integrity and with open communication.

Doing the right thing is very important to us and to help protect this, we won't knowingly do business with any organisation that doesn't share our commitment to dealing with stakeholders fairly and ethically.

Our Local Communities

We believe in and support our local communities. We are proud to support local hospice Acorns as our charity of the year in 2020, chosen by our employees, as we want to make a positive contribution to a charity that is close to our heart. We wish to support local families through our charitable giving and fundraising which increases year on year.

Our Environment

We believe in the principle of caring for the environment and continually strive to incorporate environmental good practice into our workplace.

We have been Carbon Neutral since 2010 and we are focussed on improving our energy efficiency. We support Kiva a not-for-profit organisation that provides loans to micro businesses in developing countries. We encourage energy saving in the office by recycling, reducing printing, having motion sensed lights and providing video conferencing to help colleagues reduce the need for travel.

We recognise our responsibility to do business in a manner that protects and improves the environment for our future generations.