



# Corporate Social Responsibility

Mobility is our passion, but we also feel a huge sense of responsibility as active participants in our communities.

In Vrio, we like to get involved, to influence our surroundings with a positive approach to Corporate Social Responsibility focusing on five main areas: Vrio People, Responsible Management, Economic Activity, Local Engagement and Environmental Awareness.



# Vrio People

Human capital is without question the most important asset that our company manages. Creating opportunities, elevating equality and providing quality employment all form part of our human resources strategy. We believe in removing barriers, expanding opportunities for all and providing stability to our dynamic team that is made up of a rich mix of talents from across the world.

Equality cannot and should not be a company goal – it needs to be a reality and we firmly believe the everyone has the ability to improve their skills and progress in the business. We believe in flexible employment and 99,8% of our team works on fixed-term contracts with a very healthy 50% split between the genders.

Training is essential, skills development is a priority and the emotional and physical well being of the team is vital to ensure that Vrio is able to grow and sustain that growth in a very competitive sector.

Shared-experiences, social gatherings and family-orientated policies ensure that we develop a strong sense of belonging and identity among the team. We are people, not numbers and certainly not machines.

Vrio is a responsible employer and when combined with a dynamic, fun and enthusiastic working environment we know that our people can achieve anything.



# Responsible Management & Economic Activity

Values matter, they help guide us when making decisions and ensure that we comply with our vision for Vrio.

We select partners and suppliers based on their commitment to shared-values evaluating their strategies for sustainability and long term growth.

We work hard to identify local suppliers in order to help generate quality employment in our communities, for our families and friends.

Digitalisation is not a dirty word. We prefer digital documents to endless printed papers, devices that allow our team members to operate from different locations depending on their circumstances.

Our offices are designed, built and maintained by local suppliers and using the most advanced tech equipment to ensure that we not only comply with but go beyond established environmental standards.

We are bilingual. In VRIO we work throughout Europe, and we speak many different languages. This is the reason why English stands in the basis of our international operations, and hence, we have our own native tutors who train all employees by giving them classes that take place during their working hours.

We are a strong proponent of Data Protection and the fight against Fraud and our compliance officer ensures that our protocols and standards meet the necessary legislation.



# Local Engagement

Participation in the preservation and promotion of our local areas and communities represents a significant part of the CSR work that Vrio carries out.

By supporting local charities or by being involved in European funded community regeneration projects, we are committed to improving our local environment so our team members and their families can better thrive at home. A happy, content and thriving team is a major goal of our CSR strategy and that means participating in what ever way we can to improve the quality of life for our current and future employees.

Anthony Renton, Vrio CEO is currently leading a European “Urbact” project in Molina de Segura, Spain. The project called “Cities for CSR” involves creating a

network of stakeholders who together will seek to create a two year work plan for the regenreation of an area of the city. There are 10 cities taking part across Europe and all of them are seeking to collaborate with ideas and insights into how best to identify, engage and motivate stakeholders who are committed to Corporate Social Responsibility.

Not everyone is born with the same skill set or opportunities in life. We believe in giving everyone a chance and our HR Officers work alongside a number of local groups representing minorities in order to ensure that Vrio’s team is as diverse and representative of the communities within which we live and work.





## Environmental Awareness

We are all responsible for helping to preserve, improve and sustain our planet for future generations to come. Vrio works hard to ensure that our policies are informed by the latest international standards and laws around environmental issues and protections. We are also very aware that often the smallest gesture can contribute to a larger impact.

Working alongside partners and suppliers with a clear environmental policy helps ensure that companies elevate the importance of the environment in the way that they manage and operate their business models.

By encouraging car sharing or non-fossil fuel consuming travel methods to get to work – the Vrio team understands and values the measures we take and what the impact can be on the local environment. By reducing single use plastics, encouraging the use of multi-use drinks or food containers or selecting environmentally friendly document destruction methods we are all working with the same goal in mind; to make tomorrow's world a safer and healthier place to live and work.

