

Corporate Social Responsibility at Emerald

Helping the world to be better managed

As a publisher, Emerald chooses to facilitate the global dissemination of research that focuses on issues of social importance and is relevant to the development of authoritative theory in the fields of management, library and information science, engineering and social sciences.

As an organization, Emerald is committed to its own Corporate Social Responsibility (CSR) agenda. The company aims to pursue sustainable and responsible business practices for the benefit of its employees, the environment and the wider communities on which it impacts.

In order to achieve its vision, Emerald is dedicated to continuously developing:

- An ecology of knowledge
- Effective management systems
- A learning culture.

1. AN ECOLOGY OF KNOWLEDGE

Emerald's publishing policies are designed to bring research and insights from the developing world to the published body of knowledge, helping developed and developing world researchers to learn from each other. As the world's leading publisher of management research, Emerald has an important role to play in facilitating and disseminating relevant knowledge which will help sustain and build economies of the future.

We call our approach to this global challenge an ecology of knowledge. In knowledge, as in most other eco-systems, diversity brings strength.

Global Responsible Leadership Initiative (GRLI)

Emerald is a publishing partner for GRLI, a group formed by the European Foundation for Management Development (EFMD) with the support of the United Nations Global Compact. The initiative aims to promote understanding of globally responsible leadership and to develop its practice.

Emerald Research Awards

Our international Awards are designed to help foster management research worldwide, encourage business scholars at doctoral level, support developing world research, and support research in librarianship and information management in particular.

Outstanding Doctoral Research Awards run in partnership with the European Foundation for Management Development (EFMD). Each year, these are set up across ten management disciplines, with winners receiving a cash prize, and the offer of publication in an Emerald journal.

Outstanding Papers – Each year Emerald rewards the authors of the top papers that have been published in Emerald journals through our Annual Awards for Excellence. Winners are selected for the Outstanding and Highly Commended Papers from each volume of every Emerald journal.

Leading Editors, Outstanding Reviewers and Outstanding Service – Emerald Editors and reviewers who provide outstanding service are honoured each year through Emerald's annual Awards for Excellence.

Sponsorships – Emerald supports research through sponsorships, in partnership with other organizations and associations. Such awards include:

- 2008/2009 Emerald/EMRBI Business Research Award for Young Researchers
- International Marketing Award, in collaboration with the International Federation of Library Associations (IFLA), to promote the marketing of libraries
- ACRL Ilene Rockman Instruction Publication of the Year
- In tandem with the Business Reference and Services Section (BRASS) of the American Library Association (ALA), two Grants are donated each year to support research in business librarianship.

Research Fund Awards – Emerald funds research in China, India and Brazil in the fields of Library and Information Science, and Management, and Public Sector Management research and Engineering research in Africa.

Journal special issues

A number of Emerald journal special issues will be dedicated to CSR, sustainability, governance, and other related topics throughout 2009.

Books

Emerald's portfolio of books and book series also offers a selection of contemporary research on various CSR issues from international experts.



2. EFFECTIVE MANAGEMENT SYSTEMS

Emerald's commitment to good management practice starts with its own business. Through the implementation of relevant management frameworks the company is able to constantly review and enhance its efficiency, aiming to comply with and exceed international industry standards.

ISO 14001:2004 certification

Emerald has put in place an Environmental Management System (EMS) to minimize its impact on the environment. Following the implementation of the EMS, Emerald was certified compliant with international ISO 14001:2004 standards by an accredited organization in November 2008.

In particular, the EMS includes the following measures:

Use "green suppliers" – We use "green" suppliers for all our printed journals, which means that bleaches or chlorines are not used in printing Emerald journals. Our titles are printed using vegetable-based inks and chemicals together with metal ink plates.

Support sustainability – The printing companies we use also comply with the ISO 14001:2004 standard: they support sustainable forests, replanting twice the amount of trees used for paper, or provide re-cycled stock as an optional alternative.

Sustainable waste disposal – This is carried out using a certified process which focuses on "true disposal" rather than land filling. "True disposal" means that every item that is disposed of is recycled.

Support recycling – We recycle as much as possible of the office equipment we use including paper, ink jets, cardboard, garden waste and computer equipment.

Recycling computer equipment – We use a local company which ensures that reusable computer equipment is refurbished and sent to developing countries where they can help support communities that need them.

ISO 9001:2000 certification

Continuous improvement – Emerald's Production department has been ISO 9001:2000 certified by an independent accredited organization since 1998. In line with this standard, the quality management system in place provides a framework for continuous improvement.

Publishing standards

COUNTER-Compliance – Emerald is Counter Compliant, meeting the international code of practice for reports that allow clients to measure usage of online information products and services in a consistent manner.

COPE – Emerald has partnered with COPE (the Committee on Publication Ethics), a registered charity in the UK that promotes ethical conduct in scientific research and its publication in science journals. The main role of COPE is to offer advice to Editors of academic journals on tackling issues affecting integrity of work, such as suspected research or publication misconduct. This partnership provides Emerald with additional support to its Editors.

3. A LEARNING CULTURE

Aware that its human capital is an essential asset for its development and success, Emerald promotes a learning culture within the organization, ensuring the individual and professional development of employees through training and academic programmes.

We believe that being a good citizen, globally and locally, is an important part of working life in the twenty-first century. We encourage every member of Emerald to participate in community activities.

Investors in People

Emerald has been an accredited Investor in People (IIP) since 2000. IIP is the only quality standard to focus on the development of organizations through their employees.

Emerald Academy

Created in 2006, the Emerald Academy gives employees the chance to partake in cross-functional action learning projects. The Academy Board is composed of Emerald senior management and staff, with external advisers.

More than a third of the company's staff have progressed through the Academy since its inception. The Academy has been accepted as providing Advanced Credits on to a Master's in International Management offered by Leeds Metropolitan University, and 17 Academy graduates are due to complete the first Master's programme in 2009.

Accessibility and participation

Two-Tick Disability Symbol – Emerald was awarded the Two-Tick Disability Symbol in recognition of its commitment for the recruitment, retention, training and career development of disabled employees.

Accessibility to disabled users – The Emerald web site is consistent with the W3C Web Content Accessibility Guidelines for level AAA accessibility.

Arts and philanthropy

The Emerald Foundation, formally established in 2009, has played a significant role in the local community with support for Opera North and the Leeds Grand Theatre. The Foundation has contributed to widening participation in the performing arts, as well as restoration of parts of the historic Grand Theatre.

Supporting local communities

In spite of its global reach, with offices in ten countries world-wide, Emerald continues to support the community of its origin. In 2007, the company moved its Head Office to purpose-built premises in Bingley, near Bradford, Yorkshire, where the business started in 1967.

Using local companies – Wherever possible, we will support our local economy and reduce transport impact on climate, by working with suppliers from Yorkshire.

Work experience – We offer local schools, colleges and universities the opportunity of work experience at Emerald.

Local charity – Every year Emerald selects a staff-nominated charity which it supports. Throughout the year volunteers raise money for this charity. Recent selected charities have included the Yorkshire Air Ambulance, SANE, and the Breast Cancer Haven. Emerald acts as administrative headquarters for Andrea's Gift, a charity raising money to help research into brain tumours. Andrea's Gift was set up in memory of an Emerald employee who died of a brain tumour in 2002.

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