

BMJ

Independent Assurance of BMJ Publishing Group Limited's ('BMJ') values, their effectiveness and how they are embedded into the organisation.

ISAE 3000 statement

The nature of the assurance

This is a report by Corporate Citizenship for the BMJ Executive Committee.

The subject matter covered by this report is the *Living Our Values Report 2015*. The assurance refers to the calendar years 2014/15 and covers BMJ's entire organisation.

The subject matter has been evaluated against the Global Reporting Initiative (GRI) Principles for Ensuring Report Quality.

BMJ is entirely and solely responsible for the production and publication of the content assured, Corporate Citizenship for its assurance.

The opinions expressed in this statement are intended to extend understanding of BMJ's non-financial performance and should not be used or relied upon to form any judgments, or take any decisions, of a financial nature.

The report follows the guidance laid out in the International Standard on Assurance Engagements 3000.

The work programme

The assurance work was commissioned in May 2015 and was completed on 11th November 2015. Detailed records were kept of meetings, assurance visits and correspondence relating to the assurance. A team of two, led by a Director, undertook the assurance and commentary process. The team has a variety of professional and technical competencies and experience. For further information please refer to our website www.corporate-citizenship.com.

Our work has involved, but not been limited to, the following elements:

1. A review of 46 internal and externally facing BMJ policy documents.
2. A review of 91 employee-submitted mini case studies of the values in action.

3. An all staff survey (322 respondents) assessing the understanding and role of the values at an individual, departmental and organisational level.
4. Interviews with 12 BMJ members of staff including CEO Tim Brooks.

Our conclusion

n the basis of the work performed, nothing has come to our attention that causes us to believe that BMJ's statement that the information covered by this assurance meets the GRI Principles for Defining Report Quality is not fairly stated.

Corporate Citizenship has provided a separate document of feedback and recommendations to BMJ. It is available [here](#).

Corporate Citizenship

London

7 November 2015