

OUR COMMITMENT TO RESPONSIBLE BUSINESS

At Cognisco, responsible business and the creation of social value are not separate initiatives or marketing add-ons. They are built into what we do every day. We aim to create positive social, economic and environmental impact for our employees, customers and the communities we serve.

Our purpose is to help organisations build safer, fairer and more capable workforces by improving how knowledge, skills, behaviours and confidence are understood and managed.

As an SME we focus on practical, meaningful action and being transparent about where we make the biggest difference and continually improving how we operate.

Our Approach

We focus on four connected areas of responsibility:

- **People and Culture:** supporting our team, diversity, inclusion, human rights and professional growth
- **Customers and Society:** helping organisations make evidence-based decisions and supporting community initiatives
- **Environment:** reducing our footprint through digital-first delivery, energy conservation, and recycling
- **Governance and Ethics:** acting with integrity, complying with legal obligations, and maintaining transparency in all operations

People and Culture

Our people are central to our success. We provide an environment that supports wellbeing, learning and inclusion. In practice, this means:

- Flexible and hybrid working
- Equal opportunities in hiring and development, ensuring diversity
- Open communication, psychological safety, and trust
- Encouraging volunteering and professional development that contributes to social value

Customers and Society

We deliver impact through our work with customers in regulated and high-risk environments:

- Improving workforce competence and confidence
- Strengthening health, safety and regulatory compliance
- Reducing operational and conduct risk
- Building human resilience and confidence

Our work enables safer, fairer decision-making and stronger outcomes, while supporting community initiatives and educational programmes to deliver tangible social value.

Environment

We take responsibility for reducing our environmental footprint:

- Digital-first delivery to reduce paper use
- Limiting unnecessary travel through remote and hybrid working
- Recycling and conserving energy
- Selecting responsible suppliers and partners

These measures contribute to broader social value and sustainable operations.

Governance and Ethics

Trust is fundamental to our business. We maintain high standards through:

- Responsible data protection and information security
- Ethical, evidence-based assessment design
- Fairness, transparency and compliance with legal requirements
- Anti-bribery and anti-corruption practices

We use technology and data responsibly, ensuring all our actions respect people and create social value.

Looking Ahead

Responsible business is an ongoing journey. We will continue to review our practices, listen to stakeholders and evolve our approach to make a meaningful impact and generate lasting social value.

If you would like to discuss how our work supports safer, more capable and more resilient workforces, or how we contribute to social value in the communities we serve, please get in touch.

Signed by: *A Ellis*_____ Date: 03/02/2026_____

On behalf of Cognisco Limited