



## SOCIAL VALUE POLICY

### Introduction

We are committed to creating a more sustainable society actively managing our operations to continually improve and to optimise our value to the communities in which we work.

We aim to be a business that puts positive social, economic and environmental impact at the core of what we do and build our business around long-term value creation.

The social responsibility of our business is to give back to the world as it gives to us.

### Policy elements

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our company's social responsibility falls under two categories: **compliance** and **proactiveness**.

**Compliance** refers to our company's commitment to legality and willingness to observe community values.

**Proactiveness** is every initiative to promote human rights, help communities and protect our natural environment.

### Compliance

#### Legality

Our company will:

- Respect the law.
- Honour its internal policies.
- Ensure that all its business operations are legitimate.
- Keep every partnership and collaboration open and transparent.

#### Business ethics

We will always conduct business with integrity and respect to human rights. We will promote:

- Safety and fair dealing.
- Respect toward the consumer.
- Anti-bribery and anti-corruption practices.

## **Examples of our corporate social responsibility**

### **Protecting the environment**

Our company recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We will always follow best practices when disposing of waste materials and equipment.

### **Protecting people**

We will ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of our neighbours and the local community.
- Support diversity and inclusion.

### **Human rights**

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country.

## **Proactiveness**

### **Donations and aid**

Our company may preserve a budget to make monetary donations. These donations will aim to:

- Advance the arts, education and community events.
- Alleviate those in need.

### **Volunteering**

Our company will encourage its employees to volunteer. They can volunteer through programmes organised internally or externally. Our company may sponsor volunteering events from other organisations.

### **Preserving the environment**

Apart from legal obligations, our company will proactively protect the environment.

Examples of relevant activities include:

- Recycling.
- Conserving energy.

## Supporting the community

Our company may initiate and support community investment and educational programmes.

For example, it may provide support to non-profit organisations or movements to promote cultural and economic development of global and local communities.

## Learning

We will:

- Be open to suggestions and listen carefully to ideas.
- Try to continuously improve the way we operate.
- Readily act to promote our identity as a socially aware and responsible business.

We will communicate this policy to our employees and relevant interested parties and evaluate it on an annual basis.

Date of Review: 06.01.2025	Signed: <i>A Knight</i>
Date of Next Review: Jan 2026	Print Name: Amanda Knight Position: CEO