

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