

Last Reviewed: September 2025

Next Review Due: September 2026

CSR policy

Our Corporate Social Responsibility (CSR) company policy outlines our efforts to be socially responsible, supporting the (local) communities in which we operate, and providing employees with opportunities for charitable work.

Our company's social responsibility falls into 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
- Follow business ethics

We'll always conduct business with integrity and respect for human rights. We'll promote:

- Safety and fair dealing
- Respect
- Anti-bribery and anti-corruption practices

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'll always follow best practices when disposing of waste and using chemical substances. Stewardship will also play an important role.

Protecting people

We'll ensure that we:

- Don't risk the health and safety of our employees and the community.
- Support diversity and inclusion.
- Support 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 (e.g. forced labour).

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 and alleviate those in need.

Volunteering

Our company will encourage its employees to volunteer. They can volunteer through programs 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
- Using environmentally-friendly technologies
- Supporting the community

Our company may initiate and support community investment and educational programs. For example, it may begin partnerships with vendors for constructing public buildings. It can provide support to non-profit organisations or movements to promote cultural and economic development of global and local communities.

Learning

We will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.

The Company maintains a commitment to monitor best practice and operate continuous improvement in our CSR policy.

All our team have the opportunity to involve themselves in their charitable passions.

Team members are regularly released from work in order to support their chosen charitable activities including bereavement counselling and school governor meetings.

Our CSR is ingrained throughout our organisation.