

<h1>Company Policy</h1>					
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## CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

SpliceGroup Europe Ltd recognise the importance of corporate social responsibility in holding us socially accountable to our stakeholders and operate in a way that enhances society.

Our CSR Policy outlines the company’s approach to addressing our impact on the environment, communities and society as a whole and covers all aspects of our business operations.

### CSR Objectives

**Transparency** – To promote transparency and accountability in how we interact with our stakeholders.

**Sustainability** – To encourage practices that contribute to the long-term sustainability of the organisation and the well-being of the planet.

**Reputation** – To enhance our reputation and build trust with stakeholders, by demonstrating a commitment to positive social and environmental impact.

**Compliance** – To ensure we comply with all relevant laws and regulations related to social and environmental responsibilities.

### CSR Commitments

We are committed to:

#### Ethical Trading

- Maintaining the highest standards of ethical behaviour in all our business operations, including anti-corruption measures, fair labour practices and respect for human rights.
- Purchasing products and services from suppliers who fulfil ethical standards regarding working conditions.
- Working with our supply chain partners, to ensure they share company values

#### People

- Providing a safe & healthy working environment.
- Being ethical in our employment practices, providing our teams with inclusive working environments.
- Enhancing the skills and knowledge of our teams through continuous professional development and sector specific training.
- Providing our teams with support for their physical and mental health and wellbeing.

#### Community Engagement

- Supporting and enhancing the communities in which we live, through charitable activities.
- Advertising all job vacancies locally, with an aim to employing people from our local areas.

#### Environmental Sustainability

- Continuously improving our environmental performance and evolving our operations to reduce our environmental impact.

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- Our public ambition to achieve net zero by 2050, aiming to reduce our Scope 1, 2, and 3 greenhouse gas (GHG) emissions by 90% from a 2021 base year.
- Working towards our science-aligned target to reduce our Scope 1 and 2 emissions 42% by 2030.
- making a positive impact on society and the environment and will continue to maintain transparency through public disclosure of our ESG performance on EcoVadis and CDP assessment platforms.

SpliceGroup Europe Ltd will continually monitor our operations to ensure the objectives and commitments in this Policy are met.