Corporate Social Responsibility Policy

| Document Name	Corporate Social Responsibility Policy		
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Document Content

1. PURPOSE

1.1.1. Sanderson Solutions Group PLC and its associated and subsidiary companies (together "the Company," "Group" or "we") Corporate Social Responsibility (CSR) Programme is about the core values and principles that govern the way we, together with our associated and subsidiary companies, operate. As an organisation we aim to create the right balance between the development of opportunities with our clients, supporting the communities in which we operate, our impact on the environment and our commitment to providing our staff with a stimulating and rewarding place to work.

1.1.2. The Company's CSR programme has been created by the people at the heart of our business – our employees. Our CSR committee is made up of volunteers across all areas of the business and represents a diverse group of individuals who are committed to ensuring we embed our CSR initiatives throughout the organisation.

1.1.3. Most importantly our CSR programme is about ensuring we operate in a responsible way, not just because it improves the sustainability of our business and helps us attract the best talent, but because it is important that we make a valuable contribution to the people, communities and environment around us.

2. OUR CSR STRATEGY
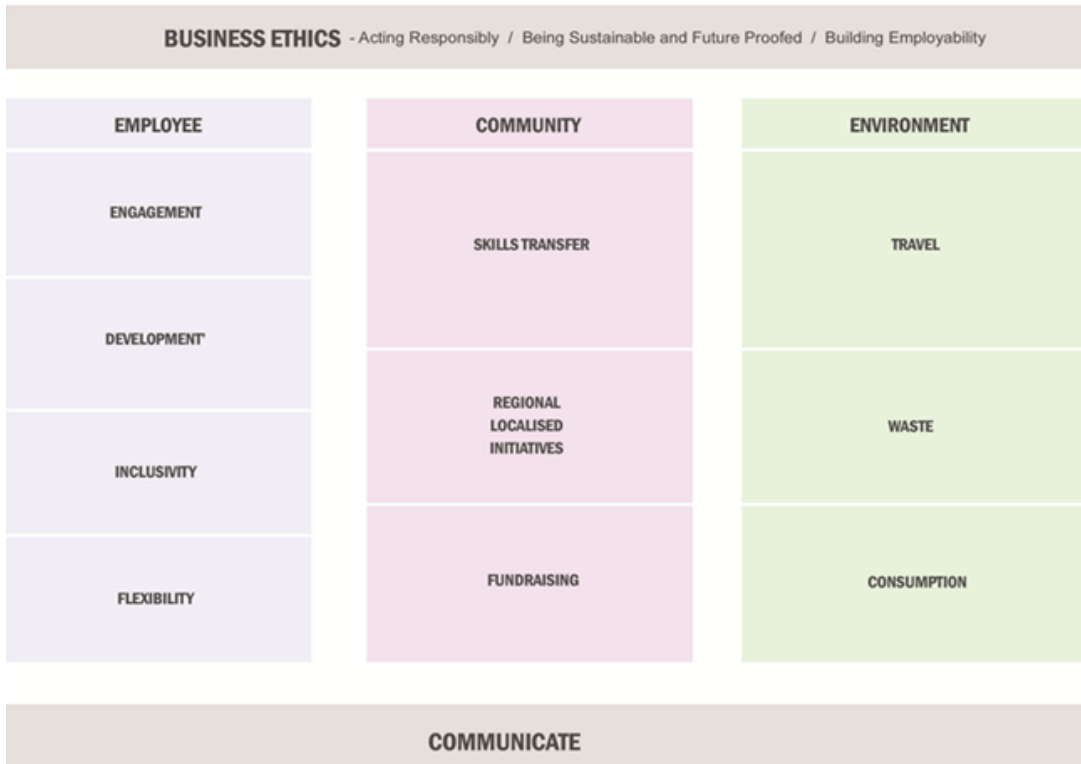
2.1.1.Our CSR strategy is focused on three core pillars; Employee, Community and Environment. These pillars are governed by our three core business ethics;

- **Acting responsibly towards our**: employees; clients; candidates; environment; communities; suppliers and to our organisation

- **Being sustainable and 'future proofed'** to ensure another 40 years of heritage and beyond.

- **Building employability** through developing skills, knowledge and personal attributes that enhance a person's capability to be effective in the workplace to the benefit of themselves, their employer, their colleagues, their marketplace (clients, candidates and suppliers) and the local community

3. EMPLOYEE PILLAR

3.1.1.The employee pillar centres on:

- *Engagement* – how we engage with our existing & potential employees; ensuring they are given a voice and an active role in the evolution of the Company as a market leading recruitment provider.

- *Development* – creating opportunities, promoting development, and investing in learning so our employees can fulfil their growth potential and enhance their employability.

- *Inclusivity* – fostering a culture where hierarchies or job descriptions are not a barrier to effective, cross-functional team working; where bright ideas are encouraged and supported and where everyone understands what each other does and what else they could do within our organisation.

- *Flexibility* – harnessing technology to work in a smarter way and positively challenging traditional workplace practices

4. COMMUNITY PILLAR

4.1. Charities

4.1.1. Our charity and fundraising initiatives are selected by our employees who are given the opportunity to nominate a charity which the Company will support for 12 months.

4.1.2. The wider business then have the ability to vote on four charities from the nominations and these charities are then supported through volunteering and fundraising activities. In addition to our chosen charities we will also continue to support crisis appeals.

5. ENVIRONMENT PILLAR

5.1.1. We are committed to identifying effective ways of working that reduce our impact on the environment. This includes:

- Raising awareness of technology across our regional network to reduce travel
- Communicating car sharing options for employees
- Promoting the cycle to work scheme
- Building on our existing recycling practices
- Reducing paper usage
- Selecting eco-friendly suppliers

6. CSR PROGRAMME STRUCTURE

6.1. Working Groups

6.1.1. The CSR programme was created by a voluntary working group of employees from across Group who are our CSR champions.

6.1.2. Based on the individual's own passion and interests they decide which pillar (employee, community, or environment) they want to contribute too and are aligned with the relevant working group. Employees can work across more than one working group if they desire.

6.1.3. CSR Representatives are tasked with taking responsibility for seeing their ideas from conception through to presentation, and ensuring that the full picture is considered when presenting.

6.2. Group Leaders

6.2.1. The role of the Group Leader is to ensure the group's ideas and actions support the overarching CSR strategy. They must also achieve consensus within the Group for ideas put forward and plan and assist with executing any agreed actions. This includes project management of the initiatives, allocation of roles and responsibilities and liaising with the Group's Board to obtain approval and budget.

6.3. CSR Chair

6.3.1. The role of the CSR chair is to ensure all actions generated by the three working groups are consistent with the overarching strategy and to assist with liaising with the Group's Board.

6.4. CSR Brand

6.4.1. Our brand reflects our commitment to safeguarding our environment and represents our cultivation of employees and the community.

7. VERSION & REVIEW HISTORY

Version	Change Owner	Change Date	Change Description
1.1	Anya Burton	21/05/16	New format
1.2	Alex Bolland	24/05/18	Review
1.3	Gerri Hill	19/06/19	Review
1.4	Richard Hoyle	21/08/19	New format and branding
1.5	Anya Burton	29/06/20	Review and change of Policy Owner
1.6	Anya Burton	26/08/21	Review and change of Policy Owner/job titles
1.7	Connor Hazell	01/12/2022	Review and change of Policy Owner/specific policies amended to reflect true intention