



CORPORATE SOCIAL RESPONSIBILITY POLICY

1. Purpose

The purpose of this policy is to set out the values of the organisation in relation to corporate social responsibility, with regard to environment, employees, community, and suppliers.

2. Definition

Corporate Social Responsibility (CSR) is about how companies conduct their business in an ethical way, taking account of their impact economically, socially, environmentally and in terms of human rights. CSR includes social partners such as local communities, and global responsibilities such as protecting the environment and ensuring good labour standards in overseas suppliers.

3. CSR Statement

Glen is committed to being a socially responsible organisation. We strive to operate with the upmost honesty and integrity, treating all others with respect and fairness. We have policies and procedures we expect all employees and associates to be familiar with and work in accordance with, such as Equality, Diversity and Inclusion, Health & Safety, Employee Code of Conduct and Whistleblowing Policies.

4. Impact on the environment

Glen is committed to acting responsibly, and not damaging the environment. We work hard to minimise our environmental footprint and have an environmental policy we all abide by. All employees are required to take this seriously and:

Recycle materials wherever possible.

Not print off emails unnecessarily

Consider the ethical stance of suppliers before placing orders.

Dispose of any chemicals responsibly and carefully.

Think about the impact of their actions on the local community.

5. Interactions with the community

It is important to the organisation to develop good relationships with the community where the organisation operates. Employees are encouraged to become involved in community activities and might (depending on business demands) be allowed some time off to assist in community events. Employees must make every effort not to damage the relationships that the organisation has with the community.

6. Induction process

All employees will be introduced to the approach the organisation takes to CSR and the environment during the induction process and that the employees have understood all aspects of the ethical stance.

7. Training

All employees will participate in training sessions run by the HR department explaining the approach of the organisation to CSR and the environment and how this has an impact on the activities carried out within the organisation.

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| Prepared By | Reviewed By | Approved By | Version 4 |
| Alan North | Kim Stevens | Ross Barnes | June 2024 |
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8. Interactions with Customers and Suppliers

All interactions with customers and suppliers should follow the ethical stance of the organisation. Any deliberate non-adherence with the ethical stance might result in disciplinary action.

9. Communication

All communications from the organisation must adhere to the ethical stance as set out in this policy.

Managing Director

June 2024

Please Note: Any reference to 'Glen' incorporates all organisations within the Glen Group of companies including Merak UK Holdings Ltd., Glen Group Ltd, RCB Business Solutions Ltd. & Glen Group Benefits Ltd.

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