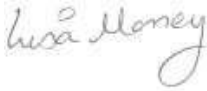


## SOCOTEC UK

# HR69- Corporate Social Responsibility Policy Statement

Revision History				
Version	Date	Summary of Changes	Changed by	
1.1	July 2024	Dates updated throughout	Oliver Lockwood	
Approval History				
Version	Approved By	Signed	Role	Date of Approval
1.1	Lisa Massey		Human Resources Director	July 2024

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SOCOTEC UK has the goal to enhance the sustainability of its client's assets through the delivery of its services across the built environment.

Our ambition is to be the number one integrated player in the UK built environment market. Therefore, we value the importance of integrating sustainability and social impact into all aspects of our business operations.

Our commitment to corporate social responsibility outlined below, outlines the key areas of our focus to drive positive change:

**Environmental responsibility:** To help mitigate our ecological footprint we will continually decrease our carbon footprint to achieve a carbon-neutral position by 2035.

By setting ambitious targets to minimise greenhouse emissions through the electrification of the UK car fleet we will move to an 80% electrified fleet by December 2028.

We will continue to evolve our substantive service offering to include up to 70% Green Services to our clients labelled as 'Green Trust' services.

**Health & Safety:** We will maintain both robust safety systems and continue to promote a positive safety culture through communication and training, especially around our annual safety week actions. Our target will be to achieve Great Place to Work accreditation (+65% ) during 2025 through continued engagement and evolution of the employee value proposition.

**Ethical Conduct & Governance:** we uphold high ethical standards and we deliver training to all our managers to ensure their commitment and understanding of the core business values and governance. We commit to training managers to optimise both inclusion and diversity across all parts of the organisation and to support business success. Our commitment to feedback from employees is key and through our annual GPTW survey, we offer employees a voice to provide that feedback on their experiences of fairness & equity in the workplace. The upper quartile results of the 2023 and 2024 survey provide an excellent platform as we continue to move the agenda forward.

Our commitment to fairness in business is underpinned by training for managers relating to governance, compliance, and anti-bribery policy on an annual basis.

We will continue to monitor progress and strive to achieve greater representation and gender balance across all levels of the organisation, annually publishing our Gender pay gap report.

**Social Engagement & Community Development:** We recognise the importance of giving back to the communities in which we operate. We will continue to work with local & national educational institutions and training providers to promote skills development, apprenticeships, and internships of all levels across the technical spectrum. Through our new 'Volunteering Programme' we encourage our employees to give up their own time to support charities and social programmes across the environment and sustainability agenda.

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We will look to sponsor & support an appointed charity each year through fundraising and community volunteering through our employees with a particular focus on social equity and sustainability.

SOCOTEC UK's CSR strategy demonstrates its commitment to making a positive impact on the world we all live in, through this, we aim to create long-term value for all our stakeholders, both employees, clients, and shareholders alike by continuing to contribute and set ambitious targets for change and contribute to a more sustainable world.

### Revision of Policy

The Company reserves the right to amend and/or withdraw this policy from time to time for any reason, including without limitation, to take account of changes in the law, best practice, and/or business requirements.

Signed:

A handwritten signature in blue ink that reads 'Lisa Massey'.

Lisa Massey  
HR Director  
July 2024

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