

Corporate Social Responsibility Policy

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1. WHAT IS CSR?

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.

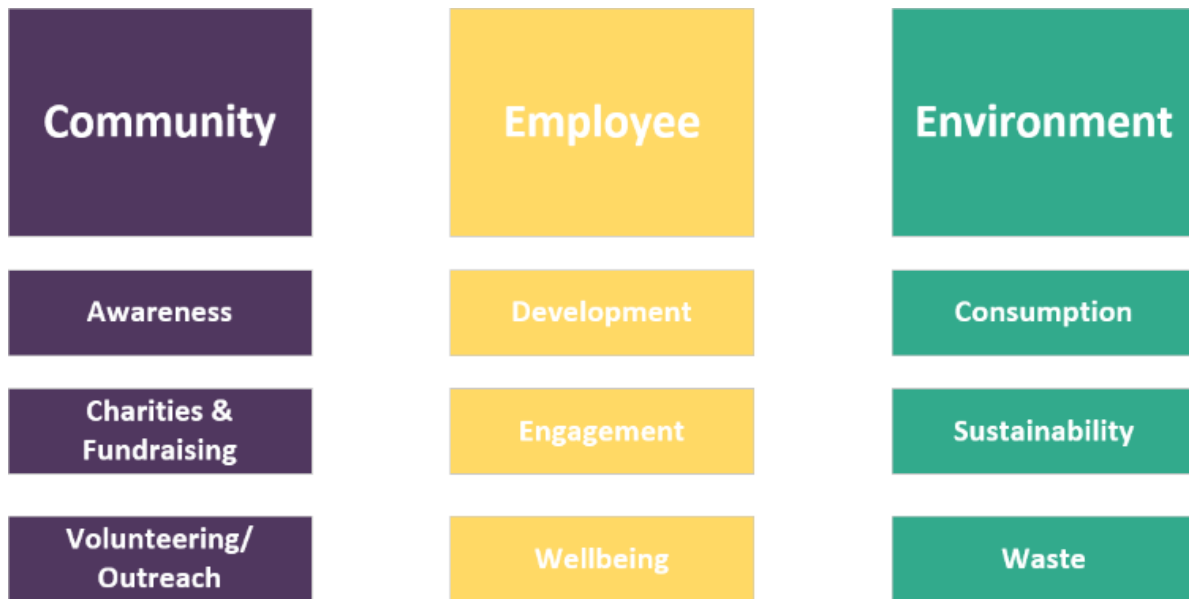
1.1.2. As an organisation we aim to create the right balance between:

- The development of opportunities with our clients
- Supporting the communities in which we operate
- Our impact on the environment
- Our commitment to providing our staff with a stimulating and rewarding place to work.

2. OUR CSR BUSINESS ETHICS



3. OUR CSR PILLARS



3.1. Community Pillar

- Sanderson manages the award winning Strive Internship programme. The programme offers paid summer work experience placements to Black, Asian and minority ethnic university students across organisations in the West of England.

3.2. Employee Pillar

- Sanderson are invested in our people and committed to ensuring employee engagement is reviewed and maintained continuously.

3.3. Environment Pillar

- Through our Science Based Targets initiative and the Ecologi project, we are committed to ensuring we are an environmentally conscious business.

4. RESPONSIBILITIES

- All pillars are managed by key ambassadors in the business and overseen by the Chief Operating Officer.

5. 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
1.8	Nicola Price	13/11/2023	Policy overhaul and re-structure with pillar explanations
1.9	Maddie Garrett	11/04/2024	Updated branding
1.10	Ellie Duckett	02/11/2024	Updated pillar actions
1.11	Nicola Price	30/04/2025	Updated to reflect current CSR practices focusing on key pillar goals