

Corporate Social Responsibility Policy

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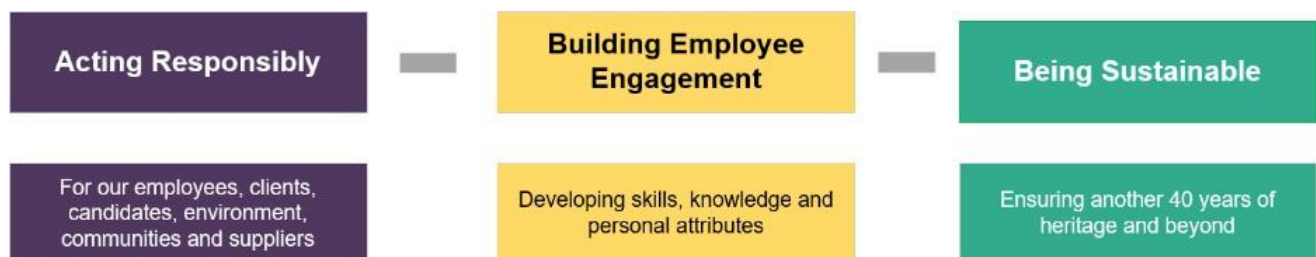
1. WHAT IS CSR?

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.

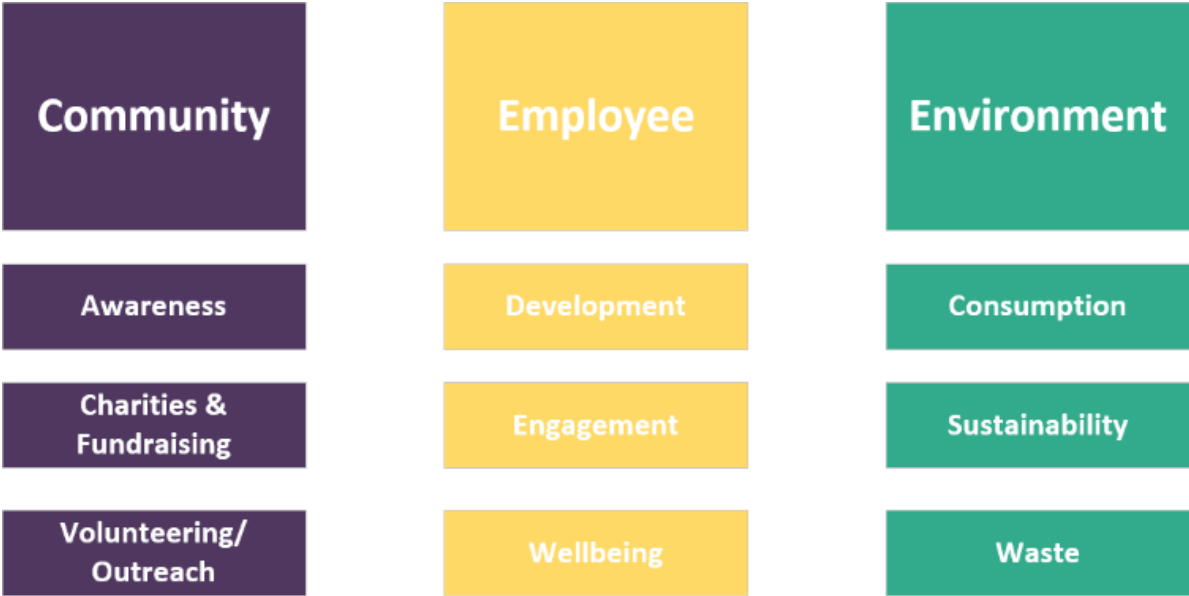
1.1.2. As an organisation we aim to create the right balance between:

- 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 university students from global majority backgrounds across organisations in the West of England. We also work with charitable organisations such as Auticon and Bridge of Hope to increase access to work opportunities for those from underrepresented backgrounds, e.g. those with criminal convictions.
- 3.2. Employee Pillar**
Sanderson are invested in our people and committed to ensuring employee engagement is reviewed and maintained continuously. We conduct regular employee surveys and act on the responses we receive.
- 3.3. Environment Pillar**
Through our Environmental Roadmap, Commitments and Certification as developed with 51 to Carbon Zero, along with 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 Responsible Business Lead, reporting to the Business Enablement Director.

5. VERSION & CHANGE LOG

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
1.12	Ellie Barnfield	17/11/2025	Updated to reflect current CSR practices and departure of Chief Operations Officer Adam Meadows. Change of doc ref. no and document control format.