



## Policy Statement on Corporate Social Responsibility

### Introduction

AGGORA believes that corporate social responsibility is integral to our business and we are firmly dedicated to making a positive contribution to our communities, being a good employer and minimising our environmental impacts.

### Our Workplace

AGGORA is committed to providing good workplace standards, excellent health and safety requirements and fair pay and conditions. We aim to employ a workforce that reflects the diversity of our customers and community. Our employment policies, including a commitment to equal opportunity, are designed to attract and retain high-calibre individuals, regardless of age, gender, race, religion, disability, nationality, or sexual orientation. It is our policy to provide staff with training and career development so they can grow and develop within the company. Where practicable, we offer flexible working to enable individuals to balance the needs and demands of both their home and their work lives.

AGGORA believes effective employee communication and consultation is particularly important in achieving our business objectives. We value employees' opinions and seek to actively involve them in the decision-making process.

AGGORA expects every member of staff to take individual responsibility for their performance and to work together to achieve our goals.

### Our Environment

AGGORA aims to sustain and improve our natural environment for the benefit of all. We are committed to continual improvement in our environmental performance by improving the efficiency with which we use resources and aim to comply with all relevant environmental regulation and legislation. We operate effective environmental management practices to ensure environmental issues are integrated into our business processes.

AGGORA actively encourages all employees to participate in activities that aim to minimise the company's environmental impact. Environmental awareness training is provided to new members of staff and we communicate with our stakeholders, including shareholders, employees and customers on matters of environmental policy and practices. We also encourage suppliers to adopt the highest environmental standards.

### Our Communities

AGGORA is an active member of the communities in which we operate and aims at all times to be a good neighbour. As well as making a positive contribution to local communities by bringing jobs for local people, we sponsor local causes where possible, particularly those associated with children, the elderly and people with disabilities. We encourage staff to become involved in fundraising and charitable activities and we will actively support them in these areas.

Signed:

A handwritten signature in blue ink, appearing to read "Ross Emery".

Dated: 13th January 2021

Ross Emery

Managing Director

AGGORA (a trading division of Bunzl UK Ltd)