



## Corporate Social Responsibility Policy Statement

We are mindful of our impact on local communities and the environment and dedicated to our responsibilities as an employer and as a member of the local community. Our business is committed to achieving a balance between the social and economic benefits of our growth and any potential negative impacts.

As a business we have the following strategic objectives:

### 1. Advertising and marketing ethics

We comply with the Advertising Standards Authority codes of practice and ensure that all our advertising and marketing is legal, decent, honest and truthful by applying the Advertising Codes.

### 2. Commitment to the Environment

We aim to minimise any negative impact from our operations on the environment. We aim to maintain and where possible improve our environmental performance through the support and involvement of all our employees, business partners and wider supply chain.

We are committed to preventing pollution and to complying with all relevant environmental legislation, regulations and other environmental requirements.

We will regularly evaluate the environmental impact of our activities, products and services and we will take action to continually improve our environmental performance.

It is our policy to:

- Minimise the use of energy, water and natural resources.
- Minimise waste through prevention, re-use and recycling where possible.
- Dispose of waste safely and legally.
- Avoid the use of hazardous materials, where practical.
- Work with environmentally responsible suppliers.
- Prevent environmental damage and minimise nuisance factors such as noise and air pollution.

We are committed to providing relevant environmental training and promoting environmental awareness to employees and, where appropriate, to suppliers.

### 3. Commitment to our Employees

Our aim is to maintain our commitment as an employer of choice where our people want to work in a highly motivated environment supporting the business now and in the future. Our priority is to ensure we are providing a safe, healthy and diverse workplace which provides an attractive level of staff benefits and supports our people in helping them achieve their full potential.

### 4. Commitment to our Community

We are committed to supporting and working with community groups and local charities, for example, we encourage our customers to send us their old mobiles so that we can recycle them for charity. We support and encourage our staff and volunteers to participate in fundraising events.

Whenever possible we aim to use local small and medium businesses both as suppliers and partners.

## 5. Supply Chain Considerations

We aim to look beyond our own operations and to consider the impact that our suppliers may have on their own local environments, employees and communities. We aim to select partners who share our commitment to acting responsibly towards their environment, employees and local communities.

We only select suppliers after careful evaluation based on their ability to meet our requirements and where applicable their previous performance.

In particular, we are committed to maintaining compliance with The Modern Slavery Act and selecting suppliers that share this commitment in order to eliminate any risks within our supply chain.

## 6. Committed to an Anti-Bribery Policy

We are committed to carrying out our business in accordance with the highest standards of business integrity and have a comprehensive anti-bribery policy in place, which applies throughout the organisation by:

- setting out a clear anti-bribery policy,
- establishing and implementing anti-bribery procedures as appropriate,
- communicating this policy and any relevant procedures to employees and to others who will perform services for the Company,
- undertaking appropriate due diligence measures before engaging others to represent the Company in its business dealings,
- monitoring and reviewing the risks and the effectiveness of any anti-bribery procedures that are in place.

## Governance

The Management Team will have overall responsibility for the implementation of this policy and the achievement of its objectives. Our Corporate Social Responsibility practices and this statement will be reviewed annually.