

## POLICY ON CORPORATE SOCIAL RESPONSIBILITY

At Alexony, we are committed to meeting the globally-agreed minimum standard for Responsible Business Conduct, a commitment that rests on a respect for internationally-agreed principles for sustainable social, environmental and economic development. These principles are listed by the UN Global Compact and made operational by the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD).

This commitment means that we continuously identify, prevent, mitigate, remediate, and account for our potential and actual adverse impacts on:

- Human (including labour) rights, as referenced in the International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.
- Environment (including climate), as referenced in the Rio Declaration on Environment and Development.
- Anti-corruption, as referenced in the United Nations Convention Against Corruption.

We expect our employees to help us live up to our commitment and apply our policy in their daily practices. Employees are expected to raise any issues with their management if they identify potential or actual adverse impacts from our services, operations or business relations.

We consider our business relationships an extension of our business, therefore we expect them to also meet the globally agreed minimum standard for Responsible Business Conduct, as specified in our Code of Conduct for Business Relationships. Everyone is encouraged to raise concerns regarding potential and actual adverse impacts related to our operations, and we expect our business relationships to extend the same expectations to their own business relationships and, where a severe impact occurs, that they communicate it promptly to Alexony and other relevant stakeholders.

This policy is our overarching CSR commitment, informed by both internal and external expertise, and it is to be reflected and embedded in all external relationships and all internal policies and procedures. It is publicly available, and we will continuously communicate it internally and externally. We review our commitment on a regular basis to ensure continuous improvement.



Stephen Alexander,  
Founder and Managing Director

Colchester, United Kingdom  
1st June 2022

