

Corporate Social Responsibility (CSR) Statement

Threepwood Consulting Limited (the Company) is committed to ensuring that our business undertakings are conducted ethically and responsibly.

We value our employees and believe that providing a good environment and conditions to work in is vital to fostering loyalty and commitment. In particular, the Company will:

- Encourage staff to work from home, where they have a suitable environment and when they wish to do so. We will provide the necessary equipment to ensure staff are working in a safe/healthy way (computer chair, desk, monitor riser etc).
- Promote co-working from modern, safe and vibrant co-working spaces.
- Offer Private Medical Insurance for employees.
- Promote mental health and well-being through our Mental Health & Awareness Policy.
- Review the performance, training needs and employment conditions of employees at least annually through our Performance Review process.

We value the environment and believe in minimising our environmental footprint. The Company will seek to reduce its CO₂ footprint by the following:

- Carry out meetings with customers and suppliers virtually, wherever possible.
- Travel using public transport, wherever safe and practicable.
- Co-ordinate travel to facilitate car sharing, where possible.
- Purchasing energy efficient business equipment.

We will review the effectiveness of our Environmental Policy, which seeks to minimise our overall environmental impact at least every 2 years.

We believe in supporting our communities and collectively 'doing some good'. We will:

- Nominate a charity, by consulting with our employees, each year and raise money for that charity through company fundraising events.
- Engage with our local professional communities, e.g. the IET by supporting and participating in local events.
- Supporting relevant fund raising for local charities by our clients and suppliers.

We believe that our employees and suppliers should behave responsibly and ethically in their day-to-day work. To ensure this we will:

- Check suppliers using our supplier assessment process, including assurance against modern slavery and human trafficking.
- Promote professionalism and integrity as one of our core Company values.
- Adopt a 'zero tolerance' approach to any behaviour that is contrary to our values and policies, including our Anti Bribery and Corruption Policy.

Responsibilities

Overall responsibility for communicating and managing compliance with this policy shall be vested in Gary Eastwood, Managing Director.

All employees and relevant agents of the company will be individually responsible for ensuring they understand and comply with its requirements.

Gary Eastwood
Managing Director

Document History

| Version | Date | Amendment | Issued by | Authorised by |
|----------------|-------------|------------------|------------------------------------|--|
| 1 | 13/11/20 | First issue | Gary Eastwood Managing Director | Richard Parke Iain Ross Ian Naylor Being Executive Directors |
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