



Standard

Corporate, Social Responsibility

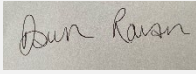
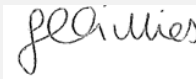

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1 ADMINISTRATION

1.1 Approval

The signatures below certify that this Standard has been reviewed and accepted and demonstrates that the signatories are aware of all the requirements contained herein and are committed to ensuring their provision.

	Name	Signature	Position	Date
Prepared by	Dawn Rowan		Communications & Engagement Manager	14.06.22
Reviewed by	Jodie Gillies		HR Director	22.06.22
Approved by	David Clark		C.E.O.	22.06.22

1.2 Amendment Record

This Standard is reviewed to ensure its continuing relevance to the systems and process that it describes. A record of change and/or contextual additions or omissions is given below:

Page No.	Context	Revision	Date

1.3 Company Proprietary Information

The electronic version of this Standard is the latest revision. It is the responsibility of the individual to ensure that any paper material is the current revision. The printed version of this manual is uncontrolled, except when provided with a document reference number and revision.

2 Introduction

Vysus Group is committed to an organisation and operating philosophy based on our core values of Trust, Partnership and Passion. We demonstrate this through our openness in communication, the integrity in serving our customers, fairness and concern for our employees, and our responsibility to the communities within which we operate or may affect.

3 Scope

The purpose of this standard is to outline our approach to Corporate Social Responsibility (CSR), which is in alignment with our Environmental, Social and Governance and People policies.

4 CSR approach

Our CSR approach aligns with our compliance with the United Nations Global Compact and its Sustainable Development Goals and certifications. Vysus Group is committed to working responsibly, ethically, and legally, in consideration of the communities and environments in which we operate, promoting equal opportunities and creating a safe and fair working environment for all.

Our CSR activities are driven locally, in line with employee engagement and participation. Such activities may include office-based events such as coffee mornings, bake sales and quizzes, sponsored charitable events, community projects, and supporting local charities and initiatives such as food banks and social enterprises.

Employees are entitled to spend one full day or two half days per year carrying out a community or charitable activity, with line manager approval. This may be an activity organised by the company or an event undertaken separately.

All corporate charitable donations must be authorised by the Chief Financial Officer in accordance with our Donations procedure.