



CORPORATE SOCIAL RESPONSIBILITY POLICY

The senior management of Roshal Space Consultants Ltd recognise the importance of approaching their responsibilities for corporate social responsibility in a co-ordinated and committed fashion. We understand that our business and its' operations affects society and our immediate environment. Making a difference to our community matters to us and therefore each year we support charities, offer sponsorship and support our staff to help in any way they can do.

We have developed a corporate social responsibility programme comprising:

- Our commitment to operative responsibly
- work in the community
- Our environmental policy
- Our ethical policy

We are committed to bring this combined corporate social responsibility statement to the attention of all members of staff through local communication channels. In addition, it has been agreed that this policy will be reviewed and measured annually to ensure that our commitment to environmental responsibility, the community and our ethical policy are as up-to-date and forward thinking as possible.

OUR COMMITMENT TO OPERATIVE RESPONSIBLY

As never before, the events of the Covid-19 pandemic from 2019-2022, have challenged and impacted all businesses across all sectors, and who are and will still see the after affects for years to come. Roshal Space Consultants Ltd is no different; however, our dedicated team has allowed us to rise to these challenges and continue to make a positive contribution to our stakeholders – our clients, shareholders, staff, suppliers and chosen charity partners alike. We believe this is responsible business in action.

Our approach to achieving good Governance comes from a passion to ensure we do the right things for our clients, and this is embedded in our culture, where staff are encouraged to thrive and develop in their roles and the business in turn supports them in their own career development. Our record of growing our own and promoting from within the company adds to the sense of teamship which underpins everything we do.

OUR WORK IN THE COMMUNITY AND WITH CHARITIES

We understand that local businesses and communities are closely linked and therefore as a company, we can have a significant impact on communities as a whole. Roshal Space Consultants Ltd plays an active role in contributing to these communities both through partnering with local businesses, employing a local workforce, and partaking in local initiatives and charities.

Involvement in the local community is of paramount importance to Roshal Space Consultants Ltd. We are committed to businesses in the local area, we believe that helping the local community is not just something we choose to do but is actually an important part of our business today.

We have a long-standing relationship with the local college providing work placements and apprenticeship schemes for local students. Our directors offer their time and knowledge taking part in careers talks, workshops and mentoring initiatives. Educating and supporting



students and offering career advice is invaluable for young people in today's fast paced working environment and Roshal Space Consultants Ltd plays an active role in contributing however we can.

The company supports a number of local charities, through both financial support, fundraising and volunteering. The firm supports payroll giving and many of the staff provide time and assistance free of charge to local groups and organisations. We offer all employees 1 day a year paid volunteering for a cause of their choice.

All employees are encouraged to share and suggest local initiatives for the company to be involved in and where we can, we will endeavour to support.

We are committed to our work in the communitive objective of: *"To encourage our management and staff to play a significant part in the development of local communities."*

OUR ENVIRONMENTAL POLICY (Extract from Environmental Policy 013)

Roshal Space Consultants Ltd is committed to continuing our success and developing our business in a way which protects and enhances the environment. We recognise that our operations result in an impact to the environment and the generation of waste. It is our aim to reduce the environmental impacts of our business and to operate in an environmentally responsible manner.

OUR AIMS

Roshal Space Consultants will endeavor to:

- Comply with and aim to exceed all relevant regulatory requirements
- Continue to formally train and educate all employees on environmental practices and regulations
- Make environmental factors the focus of all business decision making
- Continually improve and monitor our performance
- Aim to work towards and achieve our ISO14001 accreditation
- Continually improve and reduce our environmental impacts
- Encourage all employees to contribute to the implementation of environmental initiatives and schemes within the business

OUR ETHICAL POLICY

We at Roshal Space Consultants Ltd strive to maintain the highest level of professional integrity with regard to our clients, suppliers and staff, along with others with whom we interact. We set our standards in excess of regulation with regard to client confidentiality, our objectivity and our independence.

Roshal also supports the principles of the Universal Declaration of Human Rights through its business practices. This means that we support freedom from torture, unjustified imprisonment without fair trial and any other oppression. In addition, we support the right of any individual to have freedom of expression and religion, political representation or in respect of any other matter.

Accordingly, Roshal Space Consultants Ltd will not support or work with organisations which fail to uphold basic human rights within their influence, which are involved in the manufacture or transfer to an oppressive regime or are involved in the manufacture of

equipment used in the violation of human rights. Neither will Roshal Space Consultants Ltd support or work with organisations which are involved in the funding or carrying out of terrorist activities.

In addition, Roshal Space Consultants Ltd will not provide support or work with organisations which do not conform to the most widely accepted standards for minimum labour rights, or which do not cover the use of under-age or forced labour.



We are an equal opportunities employer, and it is our policy to ensure that all job applicants and employees are treated fairly and on merit regardless of race, sex, marital/civil partnership status, age, disability, religious belief, pregnancy, maternity, gender reassignment or sexual orientation.

We will not tolerate discrimination, bullying or any other kind of harassment within our business community. The concept of 'mutual respect' is one of our guiding principles. Employees are expected to abide by company rules and to be honest and considerate in their various roles.

Internal procedures have been established to report grievances or suspected inappropriate behaviour to other individuals or organisations. Equally the company will treat dishonest actions and accusations seriously; this may result in disciplinary action in accordance with company rules and disciplinary procedures.

THE FUTURE

Roshal Space Consultants Ltd will review this document annually and consult both directors and employees in order to evaluate this strategy and update and improve our policies on an ongoing basis.

As part of this process, we will monitor our progress against our objectives to ensure compliance by our offices and we will continue to set new objectives for the future.

Signed:

A handwritten signature in black ink, appearing to be "CP" or similar initials, written in a cursive style.

Craig Parsons
Position: Managing Director
Roshal Space Consultants Ltd
Date: 8th May 2024