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Title: Corporate Social Responsibility Policy Statement		

Corporate Social Responsibility

Policy Statement

Onwave UK Limited (“the Company”) has a policy to conduct all our business operations to recognised industry leading standards and practices. In doing this the Company aim to be a responsible business that meets the highest standards of ethics and professionalism.

We meet our responsibilities through compliance with relevant legislation, applying appropriate national and international standards and establishing management control systems throughout the Company and via contracts with our suppliers and other third parties.

The **Responsible Director** is responsible for the implementation of this policy, with the support of the **Social Value Committee**, and will make the necessary resources available to realise our corporate responsibilities. The responsibility for our compliance with this policy rests with all Company employees.

1.1. Principles

The Company expects the highest levels of ethical conduct throughout our operations worldwide. The Company looks to achieve and maintain these standards by ensuring that individual and corporate behaviours align behind these six core principles:

- **Honesty:** to be truthful in all our endeavours; to be honest and forthright with one another and with our Customers, communities, Suppliers and Stakeholders.
- **Integrity:** to say what we mean; to deliver what we promise; and to stand for what is right.
- **Respect:** to treat one another with dignity and fairness; appreciating the diversity of our workforce and the uniqueness of each employee.
- **Trust:** to build confidence through teamwork and open, candid communication.
- **Responsibility:** to speak up - without fear of retribution – and report concerns in the workplace; including violations of laws, regulations, and Company policies, and seek clarification and guidance whenever there is doubt.

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- **Citizenship:** to obey all laws of the country in which we operate and to do our part to make the communities in which we live and work better.

1.2. Responsibilities and Policies

Formal policies have been developed covering the responsibilities in addition to the information contained within this *Corporate Social Responsibility Policy*.

1.2.1. Stakeholders

The Company have outlined several commitments that govern how we work with stakeholders to ensure that we maintain the Company principles.

- We maintain open and honest relations with our Customers keeping them informed of all decisions and changes as soon as reasonably practical.
- We recognise that we must integrate our business values and operations to meet the expectations of our Stakeholders. They include Customers, Employees, Regulators, Stakeholders, Suppliers, the community and the environment.
- We recognise that our social, economic and environmental responsibilities to these Stakeholders are integral to our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.
- We take all feedback that we receive from our Stakeholders seriously and, where possible, we maintain open dialogue to ensure that we fulfil the requirements outlined within this policy.
- We are open and honest in communicating our strategies, targets, performance and governance to our Stakeholders in our continual commitment to sustainable development.
- We are an equal opportunities employer.
- We always strive to keep the promises we make to our Customers.
- We take pride in supporting the community by using local suppliers wherever possible.

1.2.2. Legality

The Company will adhere to relevant legislation to ensure the safety, security and fairness of operations for all stakeholders.

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1.2.3. Procurement

The Company understand the responsibility to carefully manage supply and demand; it does this through the careful and ethical selection of partners or suppliers and participation in fair trade. The *Responsible Procurement Statement* details the Company commitments for ensuring our principles are maintained through our procurement process.

1.2.4. Real Living Wage

The Living Wage is an hourly rate calculated according to the basic cost of living in the UK. The Company voluntarily choose to pay all employees over the age of 21 above this wage rate to demonstrate their commitment to fair wages and employee well-being. The Company recognises that payment of the Living Wage gives various benefits which includes; staff retention, reduced turnover, increased employee engagement and commitment to the organisation. This policy excludes volunteers and apprentices who are paid a fair wage to support them through education and training.

1.2.5. Protecting people

The health, safety and protection of all employees, the local community and stakeholders is vitally important. The Company have outlined a *Health and Safety Policy Statement* in addition to the implementation of supporting procedures to aid in meeting this responsibility.

The Company advocate diversity, equality and inclusion of all which is backed by the *Equality, Diversity and Inclusion Policy*.

1.2.6. Human rights

The Company is dedicated to protecting human rights. The Company are a committed equal opportunity employer and abide by all fair labour practices. The Company *Prevention of Modern Slavery Policy* and *Equality, Diversity and Inclusion Policy* outlines detailed commitments and actions to ensure that the Company activities do not directly or indirectly violate human rights in any country.

1.2.7. Volunteering, donations and aid

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The Company encourage employees to volunteer, supported by the *Volunteer Day Policy*. All employees are provided with the opportunity to volunteer through programs organised internally or externally. The Company also support external charitable events and help to promote selected charitable organisations.

1.2.8. Learning and education

The Company initiate and support community investment and educational programs, providing support to non-profit organisations or movements to promote cultural and economic development of global and/or local communities.

The Company are committed to the ongoing investment and development of individuals through training and onboarding of apprentices, through provision of work experience and internships.

For more information please refer to the *Training and Development Policy*.

1.2.9. Environment

The Company actively invests in initiatives that reduce the environmental impact of its operations and the equipment it uses through the **Social Values Committee**, in line with the *Environmental Policy Statement*. The Company are open to suggestions and listen carefully to ideas from all employees. The Company readily act to promote our identity as an environmentally aware and responsible business. In addition to any legal obligations, the Company works proactively to find further opportunities to protect the environment. Examples of relevant activities include:

- Reducing carbon footprints
- Recycling and reusing of packaging and materials
- Conserving energy
- Using environmentally friendly technologies

Referenced Policies
<i>Health and Safety Policy Statement</i>
<i>Equality, Diversity and Inclusion Policy</i>
<i>Responsible Procurement Statement</i>
<i>Prevention of Modern Slavery Policy</i>
<i>Volunteer Day Policy</i>

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Training and Development Policy Statement

Environmental Policy Statement



Stuart Ladbroke

Chief Executive Officer (CEO)

26/06/2026