



Corporate Social Responsibility Strategy Policy

Introduction

Express Solutions Group aspires to go above and beyond when it comes to CSR, making positive contributions to the communities we are in and to the wider economy. We aim to act responsibly in our actions with a focus on:

- Reducing our impact on the environment
- Enabling our staff to contribute positively to local, national, and global communities through volunteering, fundraising and the use of their skills/expertise.
- Investing responsibly to ensure our fiscal contributions do not support unethical activities.
- Conducting all our business honestly and ethically at all times.

We want to make a positive difference through the services we provide, the way we provide them and the way we run our company as a whole. Our CSR strategy will guide or work across:

- Our impact on our staff and our support for their well-being and development
- Our financial sustainability and independence
- Our impact on the communities that we live and work in
- Our partnerships with suppliers
- Our governance and transparency.

Business Ethics

We conduct our business honestly and ethically and in accordance with current legislation. All employees are responsible for maintaining the highest standards of business conduct and must comply with relevant policies, including anti-bribery and modern slavery.

Our Colleagues

As an employer, we focus on the well-being and welfare of our colleagues and support this focus with a full range of employment practices and policies that support colleagues including health, safety and well-being. We support this focus with a range of staff care essentials like our Employee Wellbeing Packs, Mental Health Support Officers and a Mental Health Group.

One of our strengths lies in the commitment of our colleagues to further shape Express Solutions Group into a business for which we are all proud to work. We endeavour to:

- Encourage the passion of our colleagues and invite ideas from across the business to help us shape our commitments through these strategies.
- Explore providing additional business ethics training across the business and seek to embed through this behavioural framework.
- Internally and externally share information about our CSR approach to inform current employees and attract prospective employees.



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Diversity, Equity & Inclusion

Our success depends on the belief that people with a wide range of skills, experiences and backgrounds truly make a business. The well-being and safety of our colleagues is our priority. We put our people first, continually strengthening our commitment to diversity, equality, and inclusion.

Reducing Our Carbon Footprint

We have learnt first-hand that it is the smaller details that count. That is why we offer fully managed, environmentally conscious solutions. We save you time, money, and the environment, ensuring that our colleagues and suppliers are as carbon free as possible. Safeguarding the planet's future, one site at a time.

Environment

Our operational environmental activities are subject internal audits, identifying opportunities for improvement and monitoring progress. We plan to continue developing our environmental policy and align with ISO 14001.

Running of our Business

Our buildings have several features designed to help us reduce our impact on the environment including, energy-efficient lighting, heating, and recycling.

We also pledge to prioritise environmental responsibility on future purchases/refurbishment projects. We actively encourage colleagues to think about further changes that they can make at home too.

Community

Fundraising – we have an active group of staff who organise various fundraising activities.

We also support a selection of local businesses and offer free-of-charge drainage services for them.

Volunteering

Our plan for 2023 is to develop a culture where our colleagues can volunteer and give back to the communities that we work and live within. Staff will be able to take an extra day away from work each year to focus on volunteering or fundraising activities of their choice. We aim to have at least 50% of our workforce making use of this volunteer day by 2025.

Signed

John Wilson MD

09th September 2024

