

Equiniti Group Corporate Social Responsibility Policy Statement

1. Introduction

Here at Equiniti, Corporate Social Responsibility (CSR) is based on a philosophy of carrying out all our business activities in an ethical and responsible way. We are committed to caring for the environment and society in all regions in which we operate through the responsible performance of our business activities.

We accept the definition of social responsibility as outlined by British Standard ISO 26000: 2010: *“responsibility of an organization for the impacts of its decisions and activities on society and the environment, through transparent and ethical behaviour that:*

- *contributes to sustainable development, including health and the welfare of society;*
- *takes into account the expectations of stakeholders;*
- *is in compliance with applicable law and consistent with international norms of behaviour;*
- *is integrated throughout the organization and practised in its relationships.”*

2. Delivery

Equiniti’s overall business strategy has been developed with sustainability at its heart, prioritising organic growth with a focus on maintaining strong client relationships.

As a large employer and trusted business partner to circa 70 of the FTSE 100 and 120 of the FTSE 250, with 450,000 retail customers, we recognise our impact on our colleagues, on the communities we operate in, on our supply chain, our clients, on our investors and on the environment.

International standard ISO 26000 sets out what a socially responsible organisation looks like. The standard is not certifiable, however we seek to follow the guidance and align to the values and principles prescribed within. Therefore:

- We will behave ethically and responsibly at all times;
- We are accountable for our impact on society, the economy and the environment;
- We are transparent in our decisions and activities which impact on society and the environment;
- We respect, consider and respond to the interests of its stakeholders; and
- We are committed to making a positive impact on colleagues, the community and the environment.

This policy also outlines our other commitments in the arena of CSR. We support:

- Human rights – we have a Human Rights Policy and statement on Modern Slavery, and have a zero-tolerance approach to modern slavery.
- Volunteering – all our colleagues may use two days per year out of the office, in addition to their annual leave entitlement, to support a charity or community project of their choice.
- Charitable giving - we support and encourage colleagues to participate in fundraising opportunities, recognising the positive impact that giving has on employee wellbeing, engagement and belonging.
- Charity partnerships – we partner with well-known organisations and charities to promote diversity, equality, health & wellbeing, community engagement and volunteering.
- Young people – we seek opportunities to support young people by providing work experience and volunteer opportunities, and by creating close links to schools.
- Our local community – we partner with local schools, charities, businesses and other interest groups to improve lives in the localities where we operate.

3. Governance

This Policy Statement applies to all employees and business divisions within the Equiniti Group, regardless of geographic location.

This Policy Statement has been approved by the Equiniti Group plc board of directors and will be reviewed and updated at least annually.