

# Sustainability & CSR Policy

Excellerate Services UK, through its Senior Leadership Team recognises the contribution that it can make as a company to Sustainable Development and Corporate Social Responsibility in the way it conducts its own business.

It is Excellerate Services UK aim to effectively contribute to the financial, social and environmental wellbeing of the communities within which it operates and those of its clients and suppliers. The company understands that Sustainable Development needs to be embedded in its business strategies, decision making, and practices at all levels to enable ongoing, long term success.

In support of these objectives, Excellerate Services UK is committed to continual improvement through:

- Adding value for clients, including the enhancement of environmental and social performance and the articulation of economic opportunity through the provision of high quality services and advice
- Delivering its services using an effective system to enable clients to be informed of the possibilities for increasing the sustainability of their operations and projects, providing specialist services and advice
- Growing the business while maintaining financial stability, supporting wealth creation for investors, employees and to assist communities
- Conducting our business in consideration of ethical issues with integrity
- Providing employees with fairly rewarded employment and personal development
- Implementing a system to encourage the practical purchasing of goods and services in accordance with sustainable development principles
- Consideration of the principle social and environmental impacts of our activities, decisions, services, and advice on the communities with which we interact, to mitigate impacts and maximise the positive
- Encourage the involvement and support of all employees in sustainability initiatives
- Engaging the key stakeholders internally and externally to identify and understand their principal issues as relevant to the company and its contribution to Sustainable Development
- Communicating and explaining this Sustainability Policy to all employees and contracted personnel and making it publicly available.

To support the implementation of this policy, Excellerate Service UK is committed to the establishment of effective governance and management practices and through collaboration and communication with our clients and suppliers while adopting industry best practices.

This Policy statement and the processes which underpin it will be regularly reviewed to ensure the objectives of this Policy are being met on a day-to-day basis within the organisation.

**Johan Venter**

**Managing Director**



Signed:.....

**Date: January 2023**