

## **Simoda Social Value Policy**

### **Leadership & Culture**

Social value is integral to the success of Simoda, our leadership team are committed to meeting our responsibilities as part of the wider global community in which we operate.

### **Scope**

This policy applies to all Simoda Limited employees and third parties who undertake activity for and on our behalf. It applies to the goods and services we procure, our direct operations and the services we provide to our customers. Some activities within the scope of this Policy are covered by additional dedicated policies and procedures to ensure that our Social Value objectives are delivered.

### **Policy**

Simoda are committed to contributing to a more sustainable society and to continually improve the positive impacts we make.

We acknowledge the challenges faced across our industry and we commit to:

- Collaborate with customers, partners, supply chain & local communities
- Promote workforce diversity & support hard to reach groups
- Provide access to personal & professional development resources
- Support entry-level employment opportunities
- Promote & support the local community businesses, social groups, charities & education organisations
- Drive social and corporate responsibility
- Reduce the impact on our environment in collaboration with our environmental policies
- Use sustainable fuels and adaptive technologies to reduce the need for heat and lighting

This policy and the actions arising from are reviewed annually as part of the business planning process which involves the Simoda management team with final approval via the Simoda board.