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| Document Title: Corporate & Social Responsibilities Policy |  |
| Document Reference: SIM-P-12 | |
| Issue Date: 15/05/2017 | |
| Revision No: 4.0 | |
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Corporate & Social Responsibilities Policy

1. Introduction

Our approach is to embrace responsibility for the company's actions and encourage a positive impact through its activities on the environment, consumers, supply chain, employees, communities and all other interested parties who can help deliver a sustainable business model.

The following headings outline our seven CSR pillars of responsibility:

- System Assurance and Compliance
- Environment, Health, Safety & Wellbeing
- Labour Practices & Human Rights
- Customers & Interested Parties
- Sustainable Procurement
- Fair Business Practices
- Community

2. Our People

2.1 Learning & Development

The Company will continue to invest in Human Resources, recruitment and training systems and believes business improvement is achieved through our most valuable asset – our employees.

2.2 Equal Opportunities & Diversity

The Company is committed to providing equal opportunities in employment to all employees and applicants for employment and thereby demonstrates to its customers, employees and all other stakeholders that its employment decisions are fair, unbiased and objective.

3. Our Environment, Health, Safety & Wellbeing

3.1 Environment

Simoco is committed to providing unparalleled standards and quality of service to all its customers and we believe that this can be achieved in a way, which protects and enhances the environment. It is fundamental of our business policy that we aim to avoid losses and maximise benefits arising from our business and therefore promote a positive attitude to the conservation and enhancement of all aspects of our environment.

The UK branches maintain an Environmental Management System certified to **ISO 14001**. The Management System assesses the environmental impact of operations and includes information to support the annual environmental aims and objectives.

Every employee within the Group is encouraged to take responsibility for environmental protection and enhancement within their own sphere of responsibility in accordance with Group aims and objectives.

3.2 Health & Safety

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Simoco is committed to ensuring the Health, Safety and Welfare of their employees and any other person who may be affected by their operations. The Company recognises and accepts its responsibilities to provide a safe working environment, which has no adverse effect on health to any person using the facilities within the Group. Simoco appreciates that a strong commitment to health and safety will benefit all aspects of the organisation.

The Health and Safety Management Policy. Organisation and Arrangements (SIM-P-001), provides the backbone to the company health and safety policies, process and procedures. Compliance with current Health and Safety legislation is essential to daily operations.

4. Labour Practices & Human Rights

Adopting fair and ethical labour practices and promoting human rights is central to our reputation and on-going success. We adhere to the high standards we set ourselves and continually monitor.

5. Customers & Interested Parties

In line with the commitment to continual improvement of the ISO 9001 certified Quality Management Systems within all the Group business units, our overarching objective is to enhance customer and any interested party satisfaction by meeting and requirements.

6. Sustainable Procurement

Simoco recognises the importance of sustainable development for future generations and that its decisions and actions affect society and the economy, as well as the environment and natural resources at local, national and global levels. As a result Team Telecom Group is committed to:

- Maintaining compliance with all relevant UK, European and international legislative and regulatory requirements and agreements as a minimum standard.
- Reviewing all our activities and operations in order to identify, understand and evaluate all the direct and indirect environmental aspects and impacts, and prioritise action to address them.
- Supporting continuous improvement by establishing sustainability performance targets.
- Ensuring that sustainable development is fully understood by employees and suppliers and is enshrined within all aspects of planning and activities.

We take social and environmental factors into consideration alongside financial factors in making decisions on the purchase of goods and the commissioning of services. Our purchasing decisions should where practicable consider whole life cost and the associated risks and implications for society and the environment.

The Sustainable & Ethical Procurement policy sets out the detailed requirements and minimum expectations of our policy of sustainable and ethical procurement. Specifically, it addresses the expectation that our staff and suppliers have a natural respect for our ethical standards in the context of their own particular culture and that relationships with our suppliers are based on the principle of fair and honest dealings at all times.

7. Fair Business Practices

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7.1 Anti-bribery

Simoco is committed to protecting the customer from misleading and confusing marketing and behavior. The organisation prohibits such conduct and has a strict anti-bribery and corruption policy in line with the Bribery Act 2010.

8. Community

We are committed to the UK Governments apprenticeship scheme to attract new talent, re-skill existing staff and to tackle skill shortages.

In addition to individual staff fund raising, Simoco supports nominated local and national charities. We look to support the communities in which we work and operate, striving to be seen as a good neighbour in making a valuable contribution to our communities.

Signed:



Mike Norfield, Group CEO

Date: 15th May 2017