

Globestock Limited CSR Policy

The Company has a strong legacy as a responsible business. Our unrivalled levels of repeat business and high levels of staff retention testify to the strong relationships and emphasis on employee well-being that characterise how the Company operates.

Community dimension

We also understand that our business doesn't stop at the front door; it extends into our neighbouring communities, through our supply chain and leaves a legacy in the built and natural environment. We have consciously sought to blur the distinction between business and society because we understand that the way in which we operate and the resources that we use can have a much wider benefit satisfying our economic bottom-line.

This is manifested through better appreciation of our customer needs, reduction in operating costs associated with lower environmental impacts, lending support to the charities we have an affinity with and volunteering our time with local people and organisations.

Key Corporate Social Responsibility Aims:

- Formally embed Corporate Social Responsibility (CSR) into our projects and operational processes, making sure that rather than being a bolt-on, it is part of our normal and everyday working practices.
- Deliver positive economic, social and environmental impacts to our clients, stakeholders and communities from our projects and relationships, and by engaging with our suppliers.
- Help to raise standards and benchmarks in legal service by promoting CSR activities and partnerships and communicating our CSR values to our partners.
- Recognise the values and aspirations of our staff; our clients; stakeholders and communities and working alongside them to achieve shared CSR objectives.
- Collect data and report on our progress towards embedding CSR across our business and communicate our achievements.

Key CSR Objectives

CSR is a cross cutting and strategic issue and our CSR policy aligns with a range of other corporate policies that are implemented across our Company. These include our Equalities & Diversity, Health & Safety and Environmental policies.

Our CSR Policy is based upon the key areas on which our business has an impact, i.e., Customers, People, Community, Suppliers and Environment. Sets out below are our objectives for delivering a positive CSR impact on these areas.

- **Customers** - We will continue to be responsive and proactive towards our customers' needs and align with their business aspirations and objectives
- **People** - We will provide a healthy, safe, inclusive and creative working environment that respects equality and diversity and that supports people in reaching their ambitions and goals
- **Community** - We will support the communities and neighbourhoods in which we work by identifying opportunities to deliver benefits and participate in local initiatives
- **Environment** - We will minimise the environmental impacts of our activities and ensure continuous improvement in our environmental performance

- **Suppliers** - We will ensure we have an inclusive procurement process that is open and ethical and recognises a diverse base of suppliers in the marketplace

May 2018