

## Social Value Policy for Univesco Ltd.

### 1. Introduction

Univesco Ltd. is committed to generating social value through our business operations, aligning our efforts with the broader societal goals of sustainable development, community well-being, and environmental stewardship. This Social Value Policy outlines our principles and actions aimed at maximizing our positive impact on society.

### 2. Scope

This policy applies to all employees, contractors, and stakeholders of Univesco Ltd., guiding our approach in procurement, operations, community engagement, and partnerships.

### 3. Core Principles

#### 3.1. Sustainability:

- Environmental Impact: We strive to minimize our environmental footprint through energy efficiency, waste reduction, and sustainable sourcing.
- Climate Action: Commitment to reducing carbon emissions and supporting projects that mitigate climate change.

#### 3.2. Community Engagement:

- Local Support: Prioritize hiring local talent and procuring from local suppliers to boost the local economy.
- Volunteering: Encourage employees to engage in community service, providing paid time off for volunteering activities.

#### 3.3. Equality and Diversity:

- Inclusive Workplace: Foster a diverse and inclusive work environment where all employees feel valued and respected.
- Equal Opportunities: Ensure fair recruitment practices and equal opportunities for all, regardless of background.

#### 3.4. Economic Value:

- Living Wage: Commit to paying at least the living wage to all employees.
- Supporting SMEs: Engage and support small and medium enterprises through fair procurement practices.

#### 3.5. Health and Well-being:

- Employee Welfare: Promote health and well-being programs for our employees.
- Safe Workplace: Ensure a safe and healthy working environment in compliance with health and safety regulations.

### 4. Implementation Strategies

#### 4.1. Sustainable Procurement:

- Incorporate sustainability criteria into our procurement processes.

- Select suppliers based on their commitment to social value and environmental sustainability.

#### 4.2. Employee Engagement:

- Develop training programs to raise awareness and educate employees about social value.
- Create a feedback mechanism for employees to suggest improvements and report on social value initiatives.

#### 4.3. Community Investment:

- Partner with local organizations and charities to support community projects.
- Allocate a portion of profits to community development initiatives.

#### 4.4. Monitoring and Reporting:

- Establish metrics to measure the impact of our social value initiatives.
- Regularly report on our progress to stakeholders, maintaining transparency and accountability.

### 5. Governance

#### 5.1. Leadership Commitment:

- Our senior management team is committed to leading by example and embedding social value into our corporate strategy.

#### 5.2. Policy Review:

- This policy will be reviewed annually to ensure its relevance and effectiveness.
- Updates will be made in response to evolving best practices and stakeholder feedback.

#### 5.3. Compliance:

- Ensure all activities comply with relevant legislation and regulatory requirements.
- Promote adherence to ethical standards in all business operations.

### 6. Conclusion

Univesco Ltd. is dedicated to creating a positive social impact through our business activities. By adhering to this Social Value Policy, we aim to contribute to the well-being of our communities, foster a sustainable future, and enhance the overall value we provide to society.

**Approved by:** Rishi Harani CEO Univesco Ltd.

**Date:** 26 June 2024