

Reference	247 POL 37
Version	1.0
Issue Date	28/05/2023
Approved	MD
Review Date	05/01/2027

## SOCIAL VALUE POLICY

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### Introduction

247 Alliance Ltd. is committed to delivering, measuring, and maintaining the social values we create for the communities we work within, both as an employer and a service provider.

This policy outlines our commitment to managing the social value our organisation is creating, working with our staff & and suppliers to promote, influence, train, explore, and advise to deliver maximum benefit for the communities in which we work.

### Responsibilities

All employees, and third parties are responsible for ensuring that this policy is adhered to by our shared values. Through collaboration with our supply chain and staff, we are committed to the following principles:

#### 1. Environmental impact (in conjunction with our Carbon Reduction Policy)

We have identified the key aspects where we hurt the environment, namely: heating and cooling, travel to clients, on-site servers, paper use & and delivery of hardware. Since 2018 we have implemented projects to reduce this impact and have a policy in place to measure and further reduce these impacts.

#### 2. Employment & Skills

Enabling local people to obtain work experience & and skills required to work in the technology sector. Working with local education to offer work placements, apprenticeship schemes, and additional courses for incumbent staff. Working with local schools to deliver talks/advice on career opportunities in the technology sector (alongside the Federation of Small Businesses). Ensuring our employees are offered additional training & and skills for personal development in the future. Skills Matrix is used to monitor progress. Supporting staff with mental health and wellbeing. Offering hybrid working & and job share to encourage skilled local labour back into the workplace. To encourage & and support applications from disabled and disadvantaged groups, offering flexibility where possible.

#### 3. Community Engagement & Local Business / Economy

We want to involve and empower the community to recover from COVID-19 and assist with bringing members of the community together to enhance the community with work and living. 93% of 247 Alliance Ltd.'s staff live in the local community and are encouraged to engage with local projects which the company will also support. We will continue to promote and commit to the following initiatives:

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- Encourage and support staff carrying out volunteering activities that deliver benefits to local communities, both with charities and local education/training providers.
- Provide financial and practical support to local sports clubs to ensure the continuation of sports offered locally. Encouraging staff to join local clubs & assist financially with membership costs.
- Supporting staff with health and wellbeing and managing stress/anxiety in the workplace.
- Commitment to procure goods & services locally, where possible.
- Continue to have an office presence locally to ensure support and provide work/support to local businesses.
- Engage with the local community to ensure collaboration with social projects in the area & assist financially with the improvement of the environment.

#### 4. Governance, Measurement & Reporting

Maintaining & measuring the delivery of this policy and ensuring our commitment to the health, safety, and well-being of staff along with environmental & social value objectives are being met.

To annually review supplier contracts to ensure compliance with legislation & evidence that modern slavery and cyber security risks are mitigated through ongoing supply chains.

This policy and the actions arising from it will be annually reviewed as part of the business planning process which involves 247 Alliance Ltd.'s senior leadership and contract management teams.

**Malik Mustafa**

Director

05/01/2026

Signed



**Review Date: 05/01/2027**