

## **Eazi-Business Corporate and Social Responsibility Policy (Internal Use Only)**

### **About This Policy**

We recognise that our business has a responsibility to the communities in which it operates. In addition, our businesses and our personnel are part of a wider community and we must act in a way that respects the social, economic and environmental well-being of the wider world. Our reputation also depends on us all acting with integrity and respect in dealings with everyone affected by us or with whom we interact.

We are committed to continuing a responsible and sustainable business that takes account of the social and environmental context in which it operates. Corporate social responsibility underpins our business operations at every level. This policy acts as a guide to all those working with or for our business or our licensees requiring that they act responsibly and with integrity in their business dealings.

### **Who We Are**

“We” “our” or “us” refers to the licensor company, Eazi-Business Limited. We are a limited company registered in England and Wales with registered number 08364226 and registered office at The Old School House, 65A London Rd, Oadby, Leicester LE2 5DN, UK (also using various trading names such as Eazi-Apps, Eazi-Sites, Eazi-SEO). “We” “our” or “us” also or instead refers to any group company of this company.

We are also the licensor company for many unrelated licensee companies that may use one or more of our trading names. We and all licensees in the network have no responsibility or liability for other licensees, who are all separate legal entities, nor for their personnel.

### **Who Must Comply with This Policy**

This policy applies to everyone when working for us, with us or on our behalf in any capacity, including employees at all levels, directors, officers, owners, licensees, agency or seconded workers, interns, agents, contractors, consultants, service providers, third-party representatives and business partners.

Our licensees must also ensure compliance within their own business and personnel with this policy or their own policy. Their own policy must include obligations and prohibitions at least at the level of those in this Policy but must be adapted for their local legislation to comply with any additional or further requirements under that legislation.

### **Environmental Policy**

We accept responsibility for the environmental impacts of our activities and business. We must endeavour to manage and reduce those impacts. We will comply with all environmental laws and regulations in every area in which we operate.

We review potential environmental issues and if appropriate will establish programs to deal with specific issues and to monitor implementation and compliance. Where appropriate, we will arrange training and involve key employees. Environmental considerations form part of our business decision making.

We are committed to minimising the environmental impact of our operations and where possible, encourage suppliers to take responsibility to minimise the environmental impact of their own operations. We encourage the development of environmentally friendly practices throughout the organisation.

## Community

We aim to minimise any negative impact on local communities and environments, improving on simply meeting legal requirements. We strive to maximise the opportunities which make positive contributions financially, economically and socially in the communities where we operate. We aim that communities in which we operate should benefit directly from our presence through the wealth and jobs created and where possible the investment of our time and money in the community.

We respect the different cultures and rights of individuals in all communities in which we operate.

## Employment and Equal Opportunities Policy

We are committed to respecting internationally recognised labour rights and to providing a safe and healthy working environment for any employees. We will comply with all applicable employment laws and regulations. We will apply fair labour practices while respecting national and local laws.

We have a separate Equal Opportunities Policy which sets out more detail on our policy against discrimination. We also have an Anti-Harassment and Bullying Policy. We also have other employment related policies that are set out separately or may form part of our employment contracts.

We encourage team working and the sharing of knowledge throughout the organisation. We adopt initiatives to attract and retain talented employees, achieve higher productivity and quality, and encourage in our workforce a commitment to achieving our company's mission.

## Human Rights Policy

We take all reasonable steps to ensure that the impact of our operations is positive and does not violate internationally recognised standards on human rights.

We will not tolerate human rights abuse and we will not engage or be complicit in any activity that solicits or encourages human rights abuse. We also encourage our supply chains and service providers to avoid complicity in human or employment rights abuse.

We have a separate Anti-Slavery and Human Trafficking Policy which sets out more detail on our policy of zero tolerance towards slavery within any part of our business or supply chain.

## Ethics and Compliance with Legislation

We strive always to act with honesty and integrity in all our activities and relationships with others.

We endeavour to conform throughout our business with internationally recognised standards of corporate citizenship and business ethics, including on matters such as bribery and corruption. We prohibit the practice of bribery and have a separate Anti-Bribery and Corruption Policy giving more detail on this issue.

We will comply with all competition laws and regulations in force in all countries in which we operate.

We will comply with all data protection and privacy legislation in all countries in which we operate. We have several separate Privacy Policies giving more detail on our policies and our use of personal information. In the UK we are registered with the Information Commissioner.

We are aware of the importance of protecting all of our human, financial, physical, informational, social, environmental and reputational assets. Where possible, we advise our supply chain, licensees and service providers about this Policy and work with them to achieve consistency with this policy.

## Changes to This Policy

We keep this Policy under review. The date that it was last updated is set out below. As a result of our reviews, we reserve the right to make changes to this Policy. The current version of this Policy is the one published at the relevant time on our internal website for us, our personnel or licensees.

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