

# Corporate Social Responsibility Policy

## Statement

This is the Corporate Social Responsibility Policy of Celerity Limited (hereinafter referred to as 'Celerity', the 'Company', 'we', 'our' and/or 'us').

Celerity Limited is committed to conducting all business activities with honesty, integrity, professionalism, and respect. We operate ethically, lawfully, and transparently across all relationships and locations.

We promote a culture of innovation, teamwork, customer focus, and continuous improvement. Through our socially responsible initiatives, we create employment opportunities, deliver training, and invest in the development of our workforce, equipping employees with the skills to care for themselves and deliver exceptional service to our customers.

This Corporate Social Responsibility Policy has been formally reviewed and endorsed by senior management, who are accountable for its implementation and effectiveness. Progress against objectives, as well as any issues or concerns raised, is monitored through monthly senior management meetings.

## Purpose

This policy defines Celerity Limited's responsibilities in ensuring that all business activities are conducted ethically, transparently, and in compliance with legal and regulatory requirements. Beyond compliance, we are committed to treating people fairly, protecting the environment, and upholding the highest standards of integrity. To support this, we have established a governance framework of policies and procedures that guide our operations and ensure accountability across the business.

## Scope

This policy applies to all individuals working with Celerity, including permanent, fixed-term, temporary staff, third-party representatives, contractors, agency workers, interns, volunteers, and agents based in the UK or overseas. Adherence to this policy is mandatory, and non-compliance may result in disciplinary action.

## Legislative and Regulatory

Celerity complies with all legislative and regulatory business obligations which are applicable to our business, including (but not limited to), the following:

- The Health and Safety at Work Act 1974.
- The Environment Act 2021.
- Anti-Bribery Act 2010.
- The Modern Slavery and Human Trafficking Act 2015.

Celerity:

- Respects the laws.
- Honours its internal policies.

- Ensure that all business conducted is legitimate and lawful.
- Keeps all business partnerships open and transparent.

## Human Rights

Celerity is committed to upholding human rights and fair labour standards. To support this commitment across our operations and supply chains, we have implemented the following measures:

- **Non-Discrimination:** We actively promote equality and prevent discrimination on the basis of race, gender, age, disability, religion, sexual orientation, or any other protected characteristic.
- **Fair Employment Practices:** We ensure fair wages, safe working conditions, and support a healthy work-life balance for all employees.
- **Anti-Harassment:** We maintain a workplace that is free from any type of harassment, including sexual harassment, bullying, and any other form of abuse.
- **Labour Rights:** We strictly prohibit child labour and forced labour across all our operations and supply chains.
- **Fair Labour Practices:** We fully comply with fair labour standards and ensure that our business operations and supply chain uphold human rights.
- **Supplier Due Diligence:** We require all our suppliers to adhere to ethical employment policies and procedures.
- **Diversity, Equity and Inclusion:** We have an established Diversity, Equity and Inclusion Policy that fosters a diverse and inclusive workplace culture.
- **Living Wage Employer:** As a Living Wage Employer, we guarantee that all our employees receive fair and adequate pay.
- **Modern Slavery and Human Trafficking:** We have measures in place to mitigate the risks of modern slavery and human trafficking within our business and supply chains.
- **Freedom of Association and Collective Bargaining:** We uphold the right to freedom of association and collective bargaining. In jurisdictions where these rights are restricted, we support alternative mechanisms for employee consultation and representation.

We are also committed to respecting internationally recognised human rights standards, including:

- The Universal Declaration of Human Rights (UDHR).
- The UN Guiding Principles on Business and Human Rights (UNGPs).
- The International Labour Organisation's (ILO) Core Conventions.
- UK laws and regulations.

## Protecting and Preserving the Environment

Celerity recognises the need to protect our natural environment and have implemented the following measures to help reduce our carbon footprint and demonstrate our commitment to protecting our environment:

- Electric Car Scheme.
- Cycle to Work Scheme.
- Promoting environmentally friendly technologies.
- Conserving energy and recycling.
- Carbon Reduction Plan (CRP).
- Science Based Targets initiative (SBTi).
- EcoVadis.
- Hellios/FSQS.
- Certification to ISO14001:2015 Standard.

## Protecting People and Social Impact

Celerity is committed to fostering a safe, inclusive, and supportive environment for all staff, contractors and visitors, while also contributing positively to the wider community. We uphold this commitment through the following actions:

- **Health, Safety and Wellbeing:** Maintaining robust policies and procedures, including regular risk assessments, to ensure a safe working environment.
- **Diversity, Equity and Inclusion:** Promoting a respectful and inclusive workplace where everyone is treated fairly.
- **Wellbeing Support:** Offering wellbeing provisions and committing to the Respect in Security Pledge to prioritise mental and physical health.
- **Fair Pay:** Recognised as a Living Wage Employer, ensuring all employees are paid fairly.
- **Community Engagement:** Supporting charitable causes and local communities through donations and aid initiatives.

## Donations and Aid

Celerity allocates a dedicated budget for charitable giving, aimed at:

- Supporting community initiatives and local events.
- Providing assistance to individuals and groups in need.

## Business Ethics

Celerity is committed to conducting all business ethically, professionally, and with integrity and respect for human rights.

We promote the health and safety of all personnel, respect for all stakeholders, and uphold strong anti-fraud, bribery, and corruption standards.

## Code of Business Ethics

Celerity conducts all business with honesty, integrity, and transparency, respecting human rights and the interests of employees, customers, and third parties. We honour the legitimate interests of those we engage with and maintain a high ethical standard, never making promises or commitments we cannot reasonably deliver.

## Economy

Achieving our financial objectives is crucial if we are to help our personnel develop, support training programmes and ensure the successful growth of our company. We do that by making responsible financial business decisions.

## Supplier Standards

### Ethical Trading

Celerity actively encourages good working relationships with partners and suppliers. We are committed to obtaining and retaining competitive goods and services from sources that uphold human rights, safety, and environmental standards.

We aim to:

- Develop strong relationships based on trust, respect, and mutual understanding.

- Improve quality, environmental performance, and sustainability.
- Promote workforce equality and diversity within supply chains.
- Encourage and promote fair employment practices and its benefits.

We regularly review our supplier policies and procedures to reflect changes in legislation, technology, and best practice, and changes within our organisation. These reviews help ensure strong governance and demonstrate our commitment to continuous improvement.

#### Celerity expects its suppliers to:

- Act lawfully and ethically, complying with all applicable laws, including anti-bribery, modern slavery, and data protection regulations.
- Support Celerity's due diligence and audit processes, maintaining compliance with legal, regulatory, and business requirements.
- Align with Celerity's values, including integrity, transparency, and responsible business conduct.
- Deliver compliant products and services, meeting all relevant legal, quality, and security standards.
- Pursue continuous improvement in performance, risk management, and value delivery.
- Uphold high standards in safety, environmental responsibility, labour rights, and legal compliance—aligned with Celerity's Code of Conduct and international frameworks.
- Meet contractual obligations, including service levels, reporting, and assurance requirements defined in MSAs and SLAs.

#### Ethical Sourcing Practices

Celerity:

- Complies with European EU procurement principles and international standards of governance, ethics, and transparency.
- Maintains zero tolerance for corruption, bribery, slavery, and human trafficking in all operations and supply chains.
- Promotes fair labour practices, including legal wages, benefits, welfare, and the prohibition of child labour.
- Supports fair pricing to ensure value for money and continuity of service delivery.
- Encourages ethical sourcing, including Fairtrade and equivalent standards where applicable.
- Prohibits involvement in illicit trade, including drugs, arms, slavery, or prostitution.


#### Additional Resource

- Anti-Fraud Policy.
- Anti-Money Laundering Policy.
- Bribery Act Policy.
- Bullying and Harassment Policy.
- Sexual Harassment Policy.
- Conflict of Interest Policy.
- Health, Safety & Wellbeing Policy and Procedures.
- Diversity, Equity and Inclusion.
- Modern Slavery and Human Trafficking Statement.
- Procurement and Supplier Policy.
- Supplier Onboarding and Monitoring Policy.

### Review and Communication

This policy is reviewed by senior managers at least annually to ensure its effectiveness and alignment with our company’s goals. It is communicated to all employees, contractors, suppliers, and business partners and is publicly available on our website.

Signed

Signed by:  
  
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Graeme Smith  
**Chief Technical Officer**

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