

| Introduction

Olympus Global believes there are a number of fundamental business principles which are important and form the foundation of our company. We recognise that Corporate Social Responsibility (CSR) matters are of increasing importance, not only to our business but to our stakeholders to include our staff, potential candidates, customers, suppliers and all others who may be affected by our business.

We pride ourselves on being a responsible company and believe that CSR involves fully understanding the impact our business activities have upon the environment and our stakeholders either directly or indirectly. Directly in the way we run our business, and Indirectly in the work and services we are required to carry out in our business operations.

We are committed to ensuring our entire business is conducted professionally and in accordance with ethical and legal standards.

| Purpose

This Corporate Social Responsibility (CSR) Policy outlines Olympus Global UK's commitment to operating ethically, sustainably, and responsibly. As a supplier of automotive and industrial components, we understand our influence across complex supply chains and the importance of taking proactive steps to address global challenges, including climate change, social inequality, and ethical business conduct.

CSR is integrated into our core business strategy and underpins our long-term value creation, stakeholder trust, and regulatory compliance.

| Scope

This policy applies to all Olympus Global UK operations, employees, contractors, and third-party stakeholders, including suppliers, logistics partners, and service providers operating on our behalf.

| Our CSR Pillars

| Our Environment: Protect today, sustain tomorrow

We are committed to reducing our environmental footprint and enabling more sustainable manufacturing and logistics solutions. Our environmental initiatives include:

| Carbon Emissions & Energy Use

- 42% reduction of our Scope 1 and 2 emissions by 2030.
- Implementing energy-efficient technologies and sourcing 100% renewable electricity by 2028.
- Installing solar panels at key sites (e.g., Units 6–7) and promoting EV fleet transition.

Ref:	OG-CSR-POL/008	Version:	B Rev 00
Author:	S. Howes	Approved:	Executive Board
Issue Date:	01/03/2025	Page No:	Page 2 of 4

| Waste Management & Resource Efficiency

- Reducing landfill waste by 100% by 2026.
- Enhancing recycling processes and using sustainable packaging materials.
- Implementing Lean and 5S principles to reduce material wastage in production and warehousing.

| Our People: Dignity and fairness for all!

We believe in empowering people, creating inclusive opportunities, and supporting the communities where we operate. Key actions include:

| Employee Welfare & Development

- Providing a safe, healthy, and inclusive workplace.
- Offering ongoing training, mental health support, and clear pathways for career progression.
- Conducting regular employee surveys and safety audits.

| Diversity, Equity & Inclusion (DEI)

- Setting measurable DEI targets, including gender representation at leadership levels.
- Training managers on unconscious bias and inclusive leadership.

| Community Engagement

- Supporting local charities and schools through funding, volunteering, and equipment donations.
- Partnering with local councils on employment initiatives for disadvantaged groups.
- Participating in STEM education programmes and offering apprenticeships.

| Our Business: Integrity in every decision!

We promote a culture of integrity and ethical decision-making across all areas of our business. Our standards include:

| Anti-Corruption & Anti-Bribery

- Zero tolerance for bribery, fraud, or corrupt practices.
- Mandatory training for staff and suppliers on ethical compliance.

| Labour & Human Rights

- Adhering to the UN Guiding Principles on Business and Human Rights.
- Conducting due diligence to prevent modern slavery and forced labour in our supply chain.
- Upholding fair wages, safe working conditions, and freedom of association.

| Data Privacy & Cybersecurity

- Ensuring GDPR compliance and protecting customer, employee, and supplier data.
- Regular IT audits and phishing awareness training.

| Our Supply Chain: Smart choices for a better future!

Given the critical nature of our global supply network, Olympus Global UK will:

- Perform third-party risk assessments to evaluate supplier compliance with CSR standards.
- Require suppliers to adhere to our Code of Conduct and sign ethical sourcing agreements.
- Support SMEs and local suppliers where feasible to promote regional economic development.

| Implementation and Governance

| Leadership Oversight:

CSR performance is reviewed by the Board of Directors, with strategic direction provided by the ESG Steering Committee.

| Operational Responsibility:

The CSR & ESG Manager is responsible for policy execution, supported by department-level champions across operations, HR, procurement, and HSE.

| Monitoring & Reporting:

- Annual sustainability report published and aligned with GRI and SASB standards.
- Key metrics include energy use, waste generation, CO₂ emissions, training hours, and community investment.

| Continuous Improvement:

We benchmark against industry best practices and actively seek stakeholder feedback to evolve our approach.

| Associated Policies & Documents

- POL/001- Quality Policy
- POL/004 – Code of Conduct and Ethics Policy
- POL/005 – Anti-bribery and Corruption Policy
- POL/006 – Whistleblowing Policy
- POL/007 – Corporate Governance & Transparency Policy

| Policy Review & Monitoring

This policy will be monitored for its effectiveness and a review will be undertaken as to its implementation as a minimum on a biennial basis. The review process will consider its suitability and whether it is sufficient for its purpose.

Information relating to Company policies, practices and procedures are related at the time of induction in the Employee Handbook. Further copies are available to employees and others via the Intranet Policies Section.

Employees are invited to comment on this policy and to put forward any suggestions as to ways in which the policy may be improved. Comments, suggestions or queries should be addressed to Sian Howes, QHSE & Compliance Manager in the first instance.

This policy does not form part of the any employee's contract of employment, and it may be amended at any time. Changes to this policy will be notified by the placing of an updated version within the Policies section, on the company intranet.

| Document Control

Title:	Corporate Social Responsibility Policy			
Reference:	OG-CSR-POL/008			
Version:	B Rev 00			
Issue Date:	01/03/2025			
Last Review:	01/03/2025			
Password Protected:	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Intranet Access:	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>