

Sustainability Policy

Purpose

This policy sets out our key principles that are the driving force behind our sustainability strategy which is designed to us being a sustainable and environmentally responsible business. It applies to all our employees working for riskHive Software Solutions Ltd and riskHive Technical Services Ltd.

Responsibilities

The **Managing Director** is responsible for:

- Reviewing, endorsing, and achieving this policy's aims.
- Providing the framework for setting and reviewing objectives and targets to drive continual performance improvement.

riskHive employees are responsible for:

- Carrying out their work in line with this policy and associated procedures.
- Challenging any behaviour that falls short of the expectations of this policy.

Requirements

Moral, Legal, and contractual obligations

- We must understand and fulfil our moral, legal, and contractual obligations to ensure these are considered in our operations. Our **Operational Arrangements** support these requirements.

Customers

- We must nurture relationships with customers and provide the reassurance that we will deliver sustainable development opportunities throughout our service provision. Customer satisfaction is the key measure of our success and all operations and customer relationship management should be undertaken with customer satisfaction in mind.

People

- We must ensure we have the right people to fulfil the current and future needs of our business and maintain their well-being. Our **People** and **H&SE Policies** and associated arrangements supports these requirements.

Community Engagement

- We should make contributions to the communities in which we work, such as employee volunteering, supporting local events etc.

Supply Chain

- We will encourage our supply chain to support us in achieving our customers' sustainable objectives.
- Wherever possible we will source locally and will consider the impacts those products have on the people and communities who create them.

Environmental Management

- We must make sure our employees understand our environmental impacts and are provided with the information and resources to reduce them. Our **HS&E Policy** and **Environmental Arrangements** support these requirements.

New contracts and markets

- We will include a robust sustainability due diligence as part of the process when looking at new potential contracts and markets.

Measure of success

We measure our success of the implementation of this policy by:

- See demonstrable improvements in our approach to Sustainability Matters.

Signature and date



24.02.2024

Sandu Hellings – Managing Director