

Corporate Social Responsibility Policy

Policy brief & purpose

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward our environment. Our company's existence is not lonely. It's part of a bigger system of people, values, other organizations and nature. The social responsibility of a business is to give back to the world just as it gives to us.

Control

| Version | Created Date | Approved Date | Approved By | Description |
|---------|-----------------------------|-----------------------------|-------------|------------------|
| 1.0 | 21 st March 2022 | 31 st March 2022 | Tony Clark | Baseline version |
| 1.0 | | 21 st March 2023 | Tony Clark | No changes |
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This policy is reviewed and signed off annually at a maximum.

Scope

This policy applies to our company and its subsidiaries. It may also refer to suppliers and partners.

What is corporate social responsibility?

Our Corporate Social Responsibility (CSR) company policy outlines our efforts to give back to the world as it gives to us.

Policy elements

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our company's social responsibility falls under two categories: **compliance** and **proactiveness**. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

Compliance

Legality

Our company will:

- Respect the law
- Honor its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Business ethics

We'll always conduct business with integrity and respect to human rights. We'll promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

Examples of Corporate Social Responsibility

Protecting the environment

Our company recognizes the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We'll always follow best practices when disposing garbage and using chemical substances. Stewardship will also play an important role.

Protecting people

We'll ensure that we:

- Don't risk the health and safety of our employees and community.
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

Human rights

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labor).

Proactiveness

NextWave One4One – Social Enterprise Programme

Our culture is one of innovation and energy. We are open-minded and diverse, looking to have fun and add value, every step of the way.

Some of the most powerful initiatives we have been involved in (at more than one firm) have been those that have created opportunities for the next generation.

Our unique **One4One Programme** aims to help young adults on their first step in a professional career through providing a unique and immersive internship experience. Each year, **we create one paid internship position per delivery programme that we are engaged on by our clients.**

Each year we offer a small group of graduates a summer internship that provides them the opportunity to learn more about Financial Services and Markets, the biggest challenges and how these can be resolved with technology (such as with Appian or Quantexa, our major partners).

It's an opportunity for them to learn from key players in the industry who share their knowledge and insights.

<https://www.nxwave.com/one4one/>

Donations and aid

Our company may preserve a budget to make monetary donations. These donations will aim to:

- Advance the arts, education and community events.
- Alleviate those in need.

Volunteering

Our company will encourage its employees to volunteer. They can volunteer through programs organized internally or externally. Our company may sponsor volunteering events from other organizations. Our employees shape & drive the NextWave one4One programme.

Preserving the environment

Apart from legal obligations, our company will proactively protect the environment. Examples of relevant activities include:

- Recycling
- Conserving energy
- Organizing reforestation excursions
- Using environmentally-friendly technologies

Supporting the community

Our company initiates and support community investment and educational programs. For example, it may provide support to nonprofit organizations or movements to promote cultural and economic development of global and local communities. NextWave has uniquely conceived and established the One4One social enterprise programme.

Learning

We will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates.

Our company is committed to the United Nations Global Sustainability Goals. We'll readily act to promote our identity as a socially aware and responsible business. Management must communicate this policy on all levels. Managers are also responsible for resolving any CSR issues.

Further reading:

- <https://www.un.org/sustainabledevelopment/sustainable-development-goals/>