

Corporate and Social Responsibility (CSR) Policy Statement	SWGR/CPoS/011 Issue 10, January 2025
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SWGR recognises that social, economic and environmental responsibilities are integral to our business. We aim to demonstrate our commitment to these responsibilities through our actions, and within corporate policies.

This document sets out SWGR's policy on our corporate and social responsibility and is supported by a procedure describing how we will achieve this.

SWGR seeks to be a good corporate citizen in everything that we do. We have therefore determined to bring together our existing operating principles into one framework policy under the heading of Corporate Social Responsibility (CSR). This policy covers all areas of SWGR's operations and has been developed and is reviewed against, and updated by reference to, relevant codes of corporate governance and international standards.

SWGR's Directors support the principles set out in those codes and standards and the aim of this policy is to translate that support into a set of guidelines and standards that establishes a common approach for all SWGR companies and provides practical guidance for our managers and employees.

In all aspects of our responsibilities we work closely with our external stakeholders, clients, suppliers and sub-contractors to strive towards a balance of economic, environmental and social considerations in all our strategic decision making.

Compliance with this policy will be continuously monitored and subject to review by the Board of SWGR, supported by our internal and external auditors.

Each manager is responsible for ensuring that the principles set out in this policy are communicated to, understood and observed by all employees and for ensuring compliance in their area of responsibility.

Signed:



Raj Sinha
Group Managing Director