

Arcus Corporate Social Responsibility (CSR) Policy

Arcus Consultancy Services Limited (the company) is a small or medium-sized enterprise (SME) employer located in the UK and South Africa. The company is committed to maintaining high standards of corporate social responsibility in its business activities.

The company strives to:

- Comply with current and relevant laws, regulations and other employment standards;
- Consult with and respond to the concerns of our stakeholders;
- Behave with honesty and integrity in all our activities and relationships with others; and
- Reject bribery and corruption in all its forms.

With respect to employees, local communities and suppliers, the company endeavours to contribute to improving standards of living.

Specific measures for employees include:

- Choosing to locate its offices in city centres, for a variety of reasons, including but not limited to:
 - To facilitate travel to the office on foot, by bicycle or by public transport;
 - To assist in maintaining city-centre economies; and
 - In consideration of staff lifestyles;
- Operating in South Africa with the same labour standards as in the UK therefore treating all staff equally and with respect;
- Paying its staff at rates that are typical of our industry, which are above the living wage local to the employment; and
- Providing work experience placements for students through the Year in Industry scheme as well as other work experience placements.

Specific measures for local communities include:

- Contributing finances and materials to a township school in the deprived suburbs of South Africa. This is a relationship that has lasted since Arcus' operations in South Africa began, and makes a meaningful difference to the standard of education of pupils in that school;
- Sponsors activities that raise money for charities in the UK; and
- Support staff initiatives to raise money for charities in the UK.

Specific measures for suppliers include:

- Ensuring that contractors and suppliers are aware of and able to meet company policies;
- Providing training where required to enable suppliers to our company policies; and
- Providing the same standards of welfare for our suppliers as for our staff.

The responsibility for compliance with Arcus' CSR policy lies with the Managing Director, the management team and their staff.

A handwritten signature in black ink, appearing to read "G Shillabeer".

Mr Greg Shillabeer, Director.