

COMMITMENT STATEMENT

Valiant is committed to being a good employer; reducing our carbon footprint and promoting environmental sustainability. We are also committed to making lasting real contributions to the local communities in which we operate.

We also seek to sustain a business that is successful and respected in its ethical standing by our stakeholders. These include customers, clients, investors, regulators, suppliers and the community. We embrace the role our business plays on a day to day basis in contributing to a better society and we ask employees to think of a goal they can try and achieve relating to our social and economic goals.

POLICY

We are aware that the running of our business will, in many ways, affect our place of work, the community and the wider environment in which we operate. We believe that the way we run our business can and should make a positive difference in these areas and we aim to ensure that continued efforts are made to achieve that.

Our corporate social responsibilities are identifiable in the following areas:

ENVIRONMENT

Valiant seeks to minimise the environmental impact of its activities. This includes preventing pollution, minimising waste from its offices and workplaces and adopting good environmental management practices.

Valiant seeks to improve the efficiency of its use of resources by conducting activities and operations in line with current environmental legislation and best environmental practices. Valiant's robust environmental management system is integrated into all business processes.

Valiant runs environmental awareness training for its employees and works with suppliers that share our own high environmental standards. We review our carbon footprint and offset our emissions.

With regard to the business' impact upon the environment, we are committed, amongst other initiatives, to:

- efficient printing
- reducing the amount of waste produced by the business
- ensuring that water/electricity and other energy is used responsibly by our staff
- recycling materials as extensively as possible
- using technology to lessen the need for travel
- using public transport/hybrid cars wherever possible when travelling is unavoidable.
- Using local suppliers where possible (list available)
- Choosing suppliers who use/supply sustainable practices/products where possible via surveys given out prior to supply commencing
- Where there are more than 1 local supplier option, giving preference to those owned by an underrepresented population
- Building websites that are as energy efficient as possible



Valiant's employees are encouraged to support the above initiatives whether they are in the office, working remotely or travelling for business purposes

CHARITABLE/COMMUNITY WORK

Valiant are keen to support and become involved in community initiatives and charitable work. We do this in the form of onsite support, sponsorship, donations to national and local charities which may be suggested by our staff, and the funding of community projects. Every suggestion is given due consideration.

Employees regularly take part in volunteering projects and are encouraged to participate in local community projects, or projects of their own choosing, that carry particular resonance for them. Many of our employees are from the areas local to their workplaces and we aim to build long term relationships with these communities and local groups.

EDUCATION

We recognise the importance of education in our community, and supporting individuals during this process is key to advancement. We actively encourage our employees to take up training courses, often funded by Valiant, and we try and offer work experience placements in partnership with local colleges when possible.

OUR EMPLOYEES

The Company provides workplaces of a high standard for the benefit of our employees and customers/clients, with equally high standards of adherence to health and safety requirements.

We keep our people fully informed of our policies and procedures and we encourage them to share their ideas with us on both internal processes affecting them, and the way our service is provided to customers/clients. We maintain an open and honest approach to all of our communications.

The Company offers flexible working arrangements where practical to help team members achieve a good work/life balance.

BUSINESS PARTNERSHIPS

We will strive to engage with local suppliers and businesses where possible to meet the business' operational needs, to support businesses within our area and decrease our carbon footprint.

We expect the same high standards from all our business partners and stakeholders regarding our entire CSR initiative. We ask all new suppliers to complete a survey regarding their diversity, policies and ethics and record this to analyse annually. We try and use local suppliers where possible

Ongoing commitment

We are fully committed to the principle of CSR and aim to ensure that no relevant policy decisions are made within the business, without first evaluating the potential CSR impact.