



## **CORPORATE & SOCIAL RESPONSIBILITY**

Operating in a responsible and sustainable manner is important to our company.

Although at **ACTAVOX LIMITED** we run our business activities in line with the expectations of our diverse stakeholders, we also see corporate responsibility as a discipline that helps us to manage risks and maximize on the opportunities presented to us in a changing global environment. We take our corporate responsibility seriously within our company as an employer, provider, investor and a consumer. We are committed to understanding, monitoring and managing our social, environmental and economic impact to enable us to contribute to society's wider goal of sustainable development. We aim to demonstrate these responsibilities through our actions and within our corporate policies.

We focus our CSR activities in the following key impact areas:

Workplace our ability to deliver world-class products is dependent on a talented, engaged workforce in all of the countries in which we operate. To this end, we are focused on making **ACTAVOX LIMITED** a place where people feel supported, can develop their skills, and have a clear understanding of our business objectives. We are committed to ensuring that our entire business is conducted according to rigorous professional, ethical and legal standards.

Additionally, we:

Operate an equal opportunities policy for all present and potential future employees.

Maintain a clear and fair employee remuneration policy and maintain forums for employee consultation and business involvement.

Our Health & Safety department challenges and develops cooperation between all managers and employees to ensure health and safety management is embedded into management and business processes. This is supported by our Health & Safety Policy.

Approved

**Managing Director**

**ACTAVOX LIMITED**

This policy is reviewed on 04/03/2025.

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