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Corporate Social Responsibility Policy Statement

Sigma GRP Ltd.'s (Including all subsidiaries) approach to Corporate Social Responsibility (CSR) is led by our Integrated Management System (IMS) which is certified to ISO 45001, 14001 and 9001, and our commitment to; human rights; labour; health, safety, environmental, quality, and anti-corruption.

Empowered by our commitment to service, people, innovation and results we work passionately and diligently towards continuous improvement.

Our business philosophy is encapsulated in our Pride Values: Passionate, Resilient, Innovative, Dedicated Experts. We are an ethical business conducted with integrity, independence, with a true passion for our internal and external stakeholders and the communities in which we serve.

Sigma defines CSR as follows:

- We always aim to conduct business in a socially responsible and ethical manner.
- The environment as well as the safety of people are amongst our highest priorities.
- Our company fully supports existing human rights.
- We are keen to support and interact with the communities in which we work and serve.

We will always choose an approach (particularly in purchasing and transport) which contributes to CSR, when this is within the capacity of our resources. We will increasingly build CSR into our procurement activities with the support of our upstream and downstream supply chain.

We recognise that our colleagues are aware that we make efforts to improve our active contribution to our CSR. We will seek input from our colleagues on ideas and approaches supported by our Colleague Board. We will also ask our colleagues to consider different choices that have similar CSR benefits.

Sigma through our IMS has committed policies to the three pillars of sustainability; environment, social and economic governance, which are reviewed, in line with legislation changes, good practice and at least annually to ensure continuous improvement. These include, but are not limited to:

- Environment
- Health and Safety
- Human Rights
- Modern Day Slavery
- Quality
- Anti-Bribery and Corruption
- Procurement
- Wellbeing
- Equality and Diversity

We believe that greater transparency leads to increased trust. This in turn provides the solid foundations required for sustainable growth. By making our financial, social, environmental, and ethical data transparent we aim to inspire trust that our current and prospective stakeholders will see value in, use our services more and be seen as an employer of choice.



David Dignam

GCEO

15/05/26