

Corporate Social Responsibility Policy

Policy Statement

Corporate Social Responsibility (**CSR**) basically means being a good corporate citizen. The term CSR describes business behaviours that not only deliver commercial objectives and meet legal requirements but also have a positive social impact. It is a desire to run a business responsibly and align business strategy with CSR goals so as to have a significant and positive impact both on the business itself and the communities in which the business operates.

Altitude Angel are building the next-generation Cloud technologies that will support safe integration of drones into global airspace, connecting citizens, regulators, authorities and other stakeholders together in The Internet of Flying Things™. The prosperity of our business and of the communities within which we operate requires a commitment to the sustainable management of our activities. We have therefore developed a policy that affects and enhances all areas of our business, namely people, customers, suppliers,

Health and Safety and the environment, that are relevant to how the company/business operates and will be impacted by corporate social responsibility. We wish to adopt and commit to the principles and practices set out below.

This procedure does not form part of any employee's contract of employment, and it may be amended at any time.

This policy has been written after consultation with employee representatives and is based upon the best practice policy guidance produced by ACAS. We welcome the continued involvement of employees in implementing this policy.

Updates to this policy

From time-to-time, it may become necessary for us to make a change to this policy. You can always download the latest copy of this policy from the HR SharePoint.

1. Staff/People

- 1.1 We are committed to the well-being and continual development of our people and to training our workforce, where employees are appreciated, valued and given regular feedback so that each employee has a clear understanding of their role and how they contribute to the business.
- 1.2 We operate a meritocracy, where all employees are recognised and rewarded on the basis of their performance, effort, contribution and achievements.
- 1.3 We expect our employees to act with integrity towards one another and exercise a high standard of business practice and workmanship.
- 1.4 We support diversity, fairness and equal opportunities and aim to involve and consult regularly with employees as to the direction of the business.

2. Customers

- 2.1 We aim to build long term relationships with all our customers and other stakeholders by understanding their objectives as they evolve over time and meeting their needs.
- 2.2 We aim to give fair value, consistent quality and reliability.
- 2.3 We aim to have the highest professional and ethical standards and will be honest, open and transparent in all our dealings with customers.

3. Suppliers

- 3.1 We aim to create and maintain strong relationships with key suppliers and contractors. We aim to choose suppliers that share our ethos in relation to employment practices, quality and environmental controls. This will be communicated to all suppliers and potential suppliers.

4. Health & Safety

- 4.1 We aim to achieve and maintain the highest standards of health and safety and provide a safe and healthy working environment for all our activities.
- 4.2 We have a current and effective written health and safety policy that is regularly reviewed and updated.

5. Environment

- 5.1 We have implemented an environmental policy appropriate to our business.
- 5.2 We are aware of our environmental impact as a business and have taken and continue to take appropriate steps to mitigate that impact, including setting environmental objectives and targets, implementing procedures and providing training so employees and contractors understand their environmental responsibilities and can seek to improve our environmental performance.

6. Document Review

Date of Last Review	17/05/2024
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1.1	17/05/2024	L Davies	Updated to new branding