

COMMUNITY AND SOCIAL IMPACT POLICY

Organisation: Graphinixx

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Business Name: Graphinixx

Effective Date: 18 May 2026

Review Date: 18 May 2027

Document Prepared By: CSR Complete

1. INTRODUCTION

Graphinixx is committed to operating as a responsible professional services provider that recognises its obligations to the communities within which it operates and to broader society. This Community and Social Impact Policy sets out our commitment to creating positive social outcomes through our business activities, employment practices, procurement decisions, and community engagement initiatives.

As a professional services organisation, Graphinixx recognises that our most significant social impact stems from the quality of our services, the talent we employ, the businesses and individuals we support through our work, and the example we set as a responsible employer and trading partner. This policy articulates our approach to identifying, managing, and maximising positive social and community outcomes across all aspects of our operations.

The policy has been developed with regard to recognised best practice in corporate social responsibility and in recognition of stakeholder expectations that businesses should contribute positively to the communities they serve. Our commitment extends beyond

compliance with relevant legislation to encompass proactive measures that create tangible social benefit.

This policy applies to all staff employed by Graphinixx, contractors working on our behalf, and suppliers providing goods and services to the organisation. All personnel are expected to conduct themselves in accordance with the principles and commitments outlined herein.

2. CURRENT ACTIVITY

2.1 Organisational Context

Graphinixx operates as a professional services provider serving a diverse range of clients across multiple sectors. Our business model is based upon the delivery of expertise, advice, and specialised services to support clients in achieving their strategic and operational objectives. Our workforce comprises professional staff with varying levels of experience and specialisation, supported by administrative and operational personnel.

Our current community and social impact activities are focused primarily in the following areas:

2.2 Employment and Workplace Practice

Graphinixx recognises that our employees are members of the communities we serve, and that our employment practices have direct social impact. We are committed to:

Providing stable, fairly remunerated employment in a professional working environment. Our compensation practices are reviewed regularly to ensure alignment with sector benchmarks and cost of living considerations.

Maintaining a workplace culture characterised by respect, professionalism, and equal opportunity. All recruitment, promotion, and development decisions are made on the basis of merit, capability, and potential contribution to the organisation.

Supporting professional development and continuing education amongst our workforce. We provide access to relevant training, professional qualification support, and opportunities for career progression within the organisation.

Maintaining health and safety standards that exceed minimum statutory requirements. We are committed to providing a safe working environment and supporting the wellbeing of our employees.

Promoting flexible working arrangements where operationally feasible, recognising the balance between professional service delivery and employee work life integration.

2.3 Supplier Engagement and Procurement

Through our procurement activities, Graphinixx engages with numerous suppliers and service providers. We are committed to:

Selecting suppliers on the basis of value for money, quality, and reliability. In assessing value, we consider not only cost but also the broader social and ethical credentials of potential suppliers.

Ensuring that contractual arrangements with suppliers reflect fair terms of business. We do not seek to impose unreasonable payment terms or conditions that would disadvantage smaller suppliers or create unsustainable trading relationships.

Working with key suppliers to understand their own approaches to employment practices, workplace safety, and responsible business conduct.

Supporting local and small and medium sized enterprises in our procurement activities where this is consistent with our need to obtain good quality services at appropriate cost.

2.4 Community Engagement and Support

Graphinixx recognises the importance of contributing to the communities we serve beyond our core business activities. We currently:

Support employee volunteering, whereby staff are encouraged to contribute time and expertise to relevant community organisations and initiatives. The organisation is flexible in allowing reasonable time for such activities.

Participate in local business groups and networks that facilitate knowledge sharing and collaborative approaches to community issues.

Consider charitable giving to registered organisations working in areas aligned with our values and expertise, where we believe we can make a meaningful contribution.

Maintain relationships with relevant educational and professional institutions, supporting the development of the professional services sector through mentoring, guest lectures, and project based engagement.

2.5 Professional Standards and Service Quality

Our most fundamental community impact stems from the quality and integrity of our professional services. We are committed to:

Maintaining the highest standards of professional conduct and ethics in all client relationships.

Ensuring that our advice and services are delivered with competence, diligence, and in the genuine interests of our clients.

Complying with all applicable professional standards and regulatory requirements governing our activities.

Operating transparently in our business dealings and being clear with clients regarding the scope, limitations, and costs of services provided.

3. FUTURE INTENT

3.1 Strategic Direction

Over the period to 18 May 2027 and beyond, Graphinixx intends to develop and strengthen our community and social impact approach. Our future intent is structured around the following priorities:

3.2 Workforce Development and Inclusion

We intend to strengthen our approach to workforce development by:

Developing more formal processes for identifying and supporting talented individuals from underrepresented backgrounds within our sector. We will work to create a more diverse workforce that better reflects the communities we serve.

Establishing clearer career progression pathways and transparent criteria for advancement, supporting aspiration and professional development across our workforce.

Considering opportunities to offer apprenticeships, graduate placements, or mentoring relationships that support entry to the professional services sector for young people from our local communities.

Reviewing our employment policies to ensure they remain responsive to changing workforce needs, including issues relating to mental health support, flexible working, and work life integration.

Continuing to maintain health and safety standards and actively monitoring and addressing any workplace concerns raised by employees.

3.3 Responsible Supply Chain Management

Graphinixx intends to develop a more comprehensive approach to supply chain responsibility by:

Establishing clearer criteria regarding our expectations of suppliers in relation to employment practices, ethics, and business conduct.

Engaging with key suppliers to support their own development of responsible business practices where appropriate.

Considering opportunities to increase procurement from diverse suppliers, including minority owned and women led businesses, where this is consistent with value for money principles.

Formalising our approach to assessing modern slavery risks across our supply chain and taking appropriate action to mitigate identified risks.

3.4 Community Investment and Engagement

We intend to increase and formalise our community investment activities by:

Developing a structured approach to charitable giving and community support that focuses on areas where we can make the most meaningful contribution.

Creating more formal volunteer opportunities for employees, with clear systems for recording and recognising employee contribution to community organisations.

Expanding our engagement with educational institutions to support development of talent within the professional services sector.

Considering opportunities to use our professional expertise to provide pro bono or reduced fee services to relevant community organisations and causes.

3.5 Transparency and Accountability

Graphinixx is committed to being transparent regarding our community and social impact. Our intent is to:

Develop more systematic processes for monitoring and reporting on the outcomes of our community and social impact activities.

Communicate openly with stakeholders regarding our progress, challenges, and future priorities in relation to community and social impact.

Gather feedback from employees, customers, and community partners regarding our impact and areas for improvement.

Review this policy annually and consider its update in light of changing business circumstances, stakeholder feedback, and evolving best practice.

4. RESPONSIBILITY AND REVIEW

4.1 Organisational Responsibility

Ultimate responsibility for this Community and Social Impact Policy rests with the leadership of Graphinixx. The management team is responsible for:

Ensuring that this policy is clearly communicated to all employees and that it is understood as integral to our business operations and values.

Allocating appropriate resources to support the implementation of community and social impact initiatives.

Creating a workplace culture in which responsible business practices are valued and expected.

Addressing any concerns or breaches of this policy raised by employees or other stakeholders.

4.2 Employee Responsibility

All employees of Graphinixx are responsible for:

Conducting themselves in accordance with the principles and commitments set out in this policy.

Raising any concerns regarding potential breaches of this policy through appropriate channels.

Supporting the development and implementation of community and social impact initiatives.

Engaging professionally and respectfully with clients, suppliers, and community partners.

4.3 Review and Monitoring

This policy will be subject to formal review on 18 May 2027. The review will consider:

Progress made against the commitments set out in Section 3 of this policy.

Feedback from employees, clients, and community partners regarding our community and social impact.

Changes in business circumstances, operating environment, or sector best practice that may necessitate policy development.

Any incidents, concerns, or complaints relating to community and social impact matters that

have arisen during the review period.

4.4 Policy Approval and Communication

This policy has been approved by the leadership of Graphinixx and is effective from 18 May 2026. It will be communicated to all employees upon approval and will be made available to relevant external stakeholders upon request. All new employees will receive a copy of this policy as part of their induction into the organisation.

Queries or concerns regarding this policy should be raised with the management team in the first instance.

End of Policy Document

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