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## Corporate Social Responsibility Policy

Snow Consulting Ltd and Sir Frederick Snow and Partners Ltd are committed to maintaining high standards of corporate social responsibility within both companies. To meet this commitment, we will seek to promote high levels of awareness of social responsibility issues that are relevant to, or affected by, our business activities. We will regularly review, and seek to progressively improve, the social responsibility demonstrated by our businesses, and we will strive:

### Business Ethics

- To act with honesty and integrity in all of our business activities and in relationships with other individuals and organisations;
- To provide training, guidance and management controls to ensure that appropriate standards are met;

### Environment

- To comply with all relevant legal and regulatory requirements;
- To identify and minimise any direct or indirect adverse environmental impacts of our activities;
- To encourage our clients to adopt sustainable solutions for their projects and work with our clients and other relevant stakeholders to develop such solutions;

### Employees

- To value and respect the diversity of our staff and treat each employee fairly, with dignity and without discrimination;
- To provide safe and supportive environments, helping our employees to develop challenging, rewarding and enjoyable careers;
- To encourage employees' individual and team contributions to the development of both companies;

### Local Communities

- To respect the different cultures and rights of individuals and communities in all of the countries in which we work;
- To work in partnership with other organisations to support community programmes where we work,
- To recruit fairly from local communities and to add social value through our projects;


### Suppliers, Sub-Consultants and Joint Venture Partners

- To be open, fair and honest in our dealings with suppliers, sub-consultants and Joint Venture Partners, and to abide by fair payment terms;
- To encourage, and where appropriate require, suppliers, sub-consultants and Joint Venture Partners to abide by our standards or equivalent standards of their own including (without limitation) standards relating to their own staff, suppliers, sub-consultants and partners.

### Human Rights

- To identify and assess any fundamental human rights and/or employment rights risks associated, directly or indirectly, with our activities (including, without limitation, any potential issues relating to modern slavery and/or payment at levels insufficient to provide a decent life in accordance with local standards);
- To provide training and support to allow our staff to positively address any fundamental human rights issues associated with our activities and within our sphere of influence.

Responsibility for compliance with this CSR policy rests with Directors, managers and staff of Snow Consulting Ltd and Sir Frederick Snow and Partners Ltd.



Paul Drobog  
Managing Director  
January 2026