

**LINDUM Group Ltd**

Lindum Business Park  
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## Social Value Policy

Our concept of Social Value is that we believe that a worthwhile company must operate successfully as a business making a 'just' profit and providing fair employment for its workforce and those in its supply chain – however, a truly responsible business should create a lasting legacy beyond the works it does and improve the quality of the communities in which it resides and operates.

We pride ourselves on the fact that the majority of our employees believe in this mission statement and act accordingly – adding value to the projects and services delivered by Lindum Group Ltd.

Our Social Value Commitment means that we will:

1. Consider the wellbeing and safety of employees, supply chain, clients and communities affected by our activities at all stages of a project (& everyday events on our business parks).
2. Minimise negative impacts on the environment corporately and through the projects we deliver – our Sustainability Policy is integral in our everyday activities.
3. Create fair employment conditions for our employees and supply chain partners as well as offering opportunities for members of the communities we engage with.
4. Support sustainable growth, training and sharing best practice within our supply chain.
5. Maximise the positive impacts on the lives of the communities we reside and work in.

A Social Value working group led by Company Secretary Herman Kok, will meet quarterly to review our activities to ensure we maximise our opportunities to deliver Social Value in a Sustainable manner. Wherever possible, we measure the impact we make and report annually to the AGM.

*HC/HK 04/10/2023*