

Corporate Social Responsibility Policy

WFM Solutions Ltd ("the Company") believes that a commitment to the principles of corporate social responsibility (CSR) not only makes good business sense but also complements our core business strategy and corporate values.

Our policy is based on the following principles:

- To minimise the impact and maximise the benefits that our work has on the environment and people around us.
- To integrate our CSR considerations into all our business decisions.
- To comply with, and exceed where practicable, all applicable legislation, regulations and codes of practice.
- To review, annually report, and to continually strive to improve our CSR performance.

In developing our strategy and setting out our policy for the first time we aim to deliver gradual but continuous improvements in our performance every year. As a result, our approach continues to evolve as we learn lessons along the way. To help define our policy we have divided it into four key areas:

1. Community

Helping to keep families safer on their journeys and encouraging an active lifestyle

We recognise that we play an important role in our local communities and we aim to make the communities in which we operate better places. We encourage and empower our employees to get involved with their local communities and use their skills and where possible the Company's resources to help create a mutual benefit.

2. People

Finding, supporting and developing great people

We strive to ensure all colleagues enjoy their work and have opportunities to consistently amaze our customers through their friendly expertise. As such, we continue to invest in training leadership development programmes and actively look for ways in which we can promote and increase the diversity of our workforce.

3. Environmental Management

Managing our impact on the environment in a responsible and ethical manner

We know that our work has an impact on the environment and that we have a duty to manage that impact in a responsible and ethical manner. We do this through identifying all significant environmental impacts and putting processes into place to prevent, reduce and mitigate them. This also makes good business sense.

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4. Responsible Trading

Building and maintaining the highest standards amongst our suppliers

We are committed to maintaining high standards amongst our suppliers. We oppose the exploitation of workers and we will not tolerate forced labour, or labour which involves physical, verbal or psychological harassment, or intimidation of any kind. We will not accept human trafficking or the exploitation of children and young people in our business and undertake all reasonable and practical steps to ensure that these standards are maintained.

The development and implementation of this policy is the responsibility of the Company's Directors.

This policy is reviewed annually in line with business operations and current legislation.