



We apply our skills to create a positive future for our business, society and the environment by helping our clients to meet their sustainability goals. We seek to do this by developing and offering effective leading-edge solutions which are reflected in our own operating principles, policies and practices.

WYG defines sustainability very broadly, covering all of the social, economic and environmental aspects of what we do as a multi-disciplinary consultancy, from our own internal operating procedures to how we deliver services to our clients in every sector.

WYG's strategic business planning and operations are designed to effectively contribute to the financial, social and environmental wellbeing of the communities within which we operate as well as that of our clients and suppliers. We understand that sustainability needs to be embedded in our business strategies, decision making, and practices at all levels to enable ongoing, long term improvements to our triple bottom line.

WYG has assessed its operational impacts and developed a set of core policies and key performance indicators (KPIs) to ensure we operate in line with sustainability good practice.

We are committed to continual improvement in the area of CR through:

- Adding value for clients, enhancing their environmental, social and economic performance through the provision of high quality services and advice
- Growing our business in ways that build financial stability and support wealth creation for investors, employees and the communities in which we operate
- Complying with legislation and regulatory processes that govern our operations
- Conducting our business with integrity, ensuring that we are trading ethically and fairly by implementing systems to encourage the purchasing of sustainable goods and services
- Providing employees with fairly rewarded and transparent employment that aligns everyone to our business objectives and personal development opportunities in a safe working environment, free from discrimination or intimidation
- Actively working to reduce the negative aspects of our operations and maximizing the positive aspects through a set of objectives and targets
- Encouraging the involvement and support of all employees in sustainability initiatives through our community engagement initiatives
- Working to certified Management Systems for Quality, Health and Safety and Environment to cover all aspects of the business

# Corporate Responsibility Policy



- Engaging with key stakeholders internally and externally to identify and understand their concerns on how we contribute to sustainable development goals
- Communicating and explaining this policy to all our stakeholders
- Monitoring our performance on a regular basis to be able to report publicly on progress and the implementation of this policy.

To support the implementation of this policy WYG is committed to the establishment of effective governance and management practices.

A handwritten signature in black ink, appearing to read 'P. Hamer'.

Paul Hamer  
Chief Executive Officer

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| <b>Title:</b>                  | Corporate Responsibility Policy |              |                  |
| <b>Author/ Responsibility:</b> | Company Secretary               | <b>Date:</b> | 1 September 2015 |
| <b>Version:</b>                | 2015/1                          | <b>Ref:</b>  |                  |