



Corporate Social Responsibility Policy

We believe 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 continually review and 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:

Community	People
Helping to keep families safer on their journeys and encouraging an active lifestyle	Finding, supporting and developing great people throughout their Acota journey
We recognise that we play an important role in our local community and we aim to make the community in which we operate better places. We encourage and empower our employees to get involved with their local communities and use their skills to help create a mutual benefit.	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 and actively look for ways in which we can promote and increase the diversity of our workforce.
Environmental Management	Responsible Trading
Managing our impact on the environment in a responsible and ethical manner	Building and maintaining the highest standards amongst our suppliers
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.	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 CEO.