

Corporate Social Responsibility Policy

Flui Technologies Senior Leadership Team fully supports and endorses the establishment of and adherence to all company policies. As Operations Director of this Business Unit, it is my responsibility to ensure the safety, security, resilience, and continuity of Flui Technologies operations.

I ask all employees to familiarise themselves with this Policy and actively participate in its implementation and be a part of our commitment to excellence – Grant Cockburn, Operations Director, Flui Technologies.

Flui Technologies' Corporate Social Responsibility (CSR) Policy ensures that social and environmental concerns are considered in all business operations. Flui Technologies aligns its activities with the expectations of stakeholders in relation to economic, social and environmental impact.

Flui Technologies has an excellent reputation for carrying out business in accordance with the highest principles of business ethics and are proud of this reputation. As an innovative business, Flui Technologies continually seek better, safer, more cost effective and sustainable methods of working, while adhering to best practice.

Policy Aims:

- Flui Technologies aims to conduct operations in an open, honest and ethical manner in line with relevant laws and regulations.
- Flui Technologies and its employees aim to work within a robust environment of mutual trust and respect. This includes, but is not limited to, respect for colleagues, contractors, suppliers and clients.
- Flui Technologies will communicate policies, objectives and performance openly and honestly to employees and to others with an interest in its business activities including clients and suppliers.
- Flui Technologies aims to continually improve performance and will consider technical developments, changing markets, costs and client concerns and expectations in the development and implementation of all new social and environmental policies and procedures.
- Flui Technologies aims to meet or exceed all relevant legislation. Where no legislation exists, Flui Technologies will seek to develop and implement appropriate standards.

- Flui Technologies aims to be a responsible employer by creating an environment that gives employees the desire and ability to flourish. Flui Technologies places great importance on professional and personal development and are eager to provide employees with the tools to succeed.

Commitment:

- Flui Technologies will ensure that all operations are legitimate.
- Flui Technologies will undertake to keep every partnership and collaboration open and transparent.
- Flui Technologies recognise the importance of protecting all human, financial, physical, informational, social, environmental and reputational assets.
- Flui Technologies will advise partners and contractors of the CSR Policy and will work with them to achieve consistency with the Policy.
- Flui Technologies is committed to measuring, auditing and tracking the performance of the Policy.
- Flui Technologies is committed to provide a safe and healthy work environment and will not compromise the safety of any individual.
- Flui Technologies recognise that environmental pollution prevention, biodiversity and resource conservation are key to a sustainable environment and will integrate the same into its business practices.

Responsibility:

- The Senior Leadership Team will promote the CSR Policy to identify new activities, programs and the execution of initiatives.
- All employees and contractors are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes and for operating in an environmentally responsible manner.

Compliance:

- Flui Technologies will respect all applicable laws and regulations.
- Flui Technologies will ensure that all its business operations are legitimate and keep every partnership and collaboration open and transparent whilst

Document ID	Version and Date	Changes	Updated By	Approved By	Data Classification
ISMS/POL/032	Version 4.5 August 2026	Role Updates	J Gough	S Rhodes Head: Risk and Knowledgebase	Classified Internal/Business



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adhering to anti-bribery and anti-corruption practices.

- Flui Technologies will support diversity and inclusion.
- Flui Technologies is a committed equal opportunity employer and will abide by all fair labour practices.
- Flui Technologies will proactively protect the environment by recycling, conserving energy and using environmentally friendly technologies.

- Flui Technologies actively invests in R&D and continuously improves the way it operates. The Corporate Social Responsibility Policy is reviewed once every six months.

Signature: *Jayne Gough*
Compliance and Risk Manager

Signature: *Sue Rhodes*
Head: Risk and Knowledgebase

Date: 04/08/2026

Flui Technologies reserves the right to audit and enforce employee compliance with this policy. Any disciplinary action arising from breach of this policy should be taken in accordance with the Organisation's disciplinary policy.

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