

OAG CORPORATE SOCIAL RESPONSIBILITY (CSR) POLICY

This policy applies to the activities of OAG Ltd. in the United Kingdom and encompasses our installation activities and the operation of our offices.

We understand the role and the responsibility our business has in society and how we can be a positive force for change.

We are committed to be a socially responsible business, internally and externally, and achieve this through the following.

Workplace:

- Promote dynamic working practices
- Provide a safe; secure; healthy; welcoming; and comfortable working environment, promoting staff health and mental wellbeing.
- Improve staff satisfaction through training, development and equal opportunities to thrive.
- Provide staff with the support and opportunity to volunteer for approved good causing around our business locations and sites where we can.

Community:

- Focus on providing time, skills and resources to worthwhile non-religious and non-animal causes that align with our values and objectives.
- Focus on providing social benefit in the areas around our business locations and sites where we can.
- Seek opportunities to support local charities and not-for-profit organizations and provide pro-bono support, focusing on achieving wide-reaching social outcomes.
- Provide opportunities for young people through career skills development and assistance.

Marketplace:

- Support our clients' CSR goals by participating in their organized events.
- Work with our clients in respectful, non-confrontational manner taking responsibility for our work and actions.
- Treating suppliers fairly.
- Utilize local suppliers wherever possible to our business operations.
- Aim to align our business with Companies who have similar values and social responsibilities who form part of our supply chain or provide goods and services to us.

Environment:

- Minimize our impact on our local outdoor environment
- Seek opportunities to improve our indoor, physical and cultural environments where we can.

This policy is supported through the continued implementation of the following OAG policies:

- Equal Opportunities
- Anti-Bribery
- Modern Slavery
- Environmental

OAG are committed to further developing structured CSR and sustainability strategies and integrate CSR considerations into our business decision making where appropriate.

A handwritten signature in black ink, appearing to read 'Andy Grey', written over a diagonal line.

Andy Grey
Managing Director