



Ryland Communications Ltd

Corporate Social

Responsibility Policy

Approved by: Lisa Settle

Job Role: Director

Signed: *Lisa Settle*

Date:

This policy must be reviewed by the following date: Feb 14, 2027

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Corporate Social Responsibility Policy Purpose

The purpose of our Corporate Social Responsibility policy is to demonstrate Ryland Communications Ltd's responsibility towards the environments that we work in and the values and ethics that we commit to as a responsible organisation.

Policy Scope

This policy applies to all employees, sub-contractors, agents or subsidiaries of Ryland Communications Ltd. If you represent our company in any way, this policy is applicable to how you conduct yourself.

Who must comply with this policy?

This policy applies to all persons working for Ryland Communications Ltd or on our behalf in any capacity, including employees at all levels, directors, managers, agency workers, seconded workers, interns, agents, contractors, external consultants, third-party representatives and business partners, sponsors, or any other person associated with us, wherever located.

Compliance

Legal

Ryland Communications Ltd will:

- Respect and comply with all relevant statutes/legislation applicable to us.
- Implement, monitor and review our own internal policies and procedures.
- Keep all partnerships and collaborations open and transparent.

Ethics

Our behaviour will always be respectful with increased focus on integrity and human rights. To do this, we will promote:

- Safety and fairness in all decision-making made by the company.
- Respect towards all other people, including other businesses.
- Anti Bribery and Anti Corruption practices per our internal policy.

Our Corporate Social Responsibility

Environment

The earth's natural environment must be protected. Keeping the planet's environment clean and unpolluted provides short, medium and long-term benefit to all. Ryland Communications Ltd will ensure that best practices are followed as a minimum relating to waste generation and disposal. We will recycle all waste where it is possible that the waste materials can be recycled.

Protecting People

We will take steps to ensure that our company does not:

- Risk the health and safety of any person.

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- Harm the lives of local and indigenous people.
- Discriminate against any person in any capacity. We support diversity and inclusion.

Human Rights

Ryland Communications Ltd is committed to protecting Human Rights. We are a committed equal opportunity employer and will comply with all legislation and guidance related to Human Rights. We will not directly or indirectly breach any rules or regulations concerning human rights.

Proactive demonstration

Donations and aid

Where budget is available, we will make donations and aid with the main aims to facilitate in the management and organisation of community events and assistance to those in need.

Volunteering

We actively encourage all employees to volunteer to both internally and externally organised events. Where employees highlight that they are actively volunteering within an externally organised event, Ryland Communications Ltd may consider sponsorship opportunities and sharing details of the event with other interested parties.

Preserving the environment

Notwithstanding our legal commitments and responsibilities, Ryland Communications Ltd is committed to proactively protecting the environment. Examples of how we do this include:

- Recycling
- Managing and reducing carbon emissions
- Using environmentally friendly materials and substances

Supporting the Community

Where notified, Ryland Communications Ltd may support community investment, educational and sporting programmes. Additionally, support may be offered to nonprofit organisations to promote cultural and economic communities and landmarks.

Learning & Continuous Improvement

Ryland Communications Ltd is committed to the [United Nations Compact](#). We will actively promote ourselves as a responsible and socially mature organisation.

In line with our commitment to continuous improvement, we will make changes to how we operate to maintain and regularly improve our performance in relation to our corporate social responsibility.

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