

Corporate Social Responsibility Policy

Introduction

The Disruption House have implemented this policy to ensure that all matters of Corporate Social Responsibility are considered and supported across all areas of our business.

Detail

Our policy for Corporate Social Responsibility can be summarised as follows: -

- ❖ Conducting business in a socially responsible and ethical manner
- ❖ Protecting the health and safety of our employees and customers
- ❖ Protecting the environment
- ❖ Supporting human rights and respecting the cultures with which we work.

The Disruption House will ensure that all matters of Corporate Social Responsibility are considered and supported across all areas of our business. We accept that as our business grows then our CSR policy may extend to reflect these changes.

Business Ethics and Transparency

The Disruption House is committed to maintaining the highest standards of integrity and embracing best practices in order to maintain excellence in its daily operations. The Disruption House will conduct its business in an open, honest, and ethical manner.

The Disruption House is committed to protecting the health and safety of all individuals affected by our activities, including our employees, customers and the public. The Disruption House will provide a safe and healthy working environment and will not compromise the health and safety of any individual.

Environment protection

The Disruption House recognize the importance of protecting the environment and our ethos has always been that recycling is the last resort. We will always aim to refurbish and prolong the life of electronic equipment. We will continue to build on our existing accreditations and ensure that we do all we can to ensure our own business practices continue to exceed environmental legislation at the time.

Employee Relations

The Disruption House will ensure that employees are treated fairly and with dignity and consideration for their goals and aspirations and that diversity in the workplace is embraced. The Disruption House is committed to providing equal opportunity in all aspects of employment and will not engage in or tolerate unlawful workplace conduct, including discrimination, intimidation, or harassment. Our responsibilities are detailed in our Employee Handbook.

Equality and Diversity

Everyone is protected by the UK Equality Act 2010. The Disruption House has a detailed Equality Policy to manage the Company and its employees. This legislation protects all individuals against discrimination in relation to the following protected characteristics:

- age,
- disability,
- gender reassignment,
- marriage and civil partnership,
- pregnancy and maternity,
- race,
- religion or belief,
- sex,
- sexual orientation.

There are four main types of discrimination:

Direct discrimination

This means treating one person worse than another person because of a protected characteristic. For example, a promotion comes up at work. The employer believes that people's memories get worse as they get older so doesn't tell one of his older employees about it, because he thinks the employee wouldn't be able to do the job.

Indirect discrimination

This can happen when an organisation puts a rule or a policy or a way of doing things in place which has a worse impact on someone with a protected characteristic than someone without one. For example, a local authority is planning to redevelop some of its housing. It decides to hold consultation events in the evening. Many of the female residents complain that they cannot attend these meetings because of childcare responsibilities.

Harassment

This means people cannot treat you in a way that violates your dignity, or creates a hostile, degrading, humiliating or offensive environment. For example, a man with Down's syndrome is visiting a pub with friends. The bar staff make derogatory and offensive comments about him, which upset and offend him.

Victimisation

This means people cannot treat you unfairly if you are taking action under the Equality Act (like making a complaint of discrimination), or if you are supporting someone else who is doing so. For example, an employee makes a complaint of sexual harassment at work and is dismissed as a consequence.

Anti-Bribery

It is The Disruption House's policy to conduct business in an honest way, and without the use of any corrupt practices or acts of bribery to obtain an unfair advantage.

We have in place the Anti-bribery and Corruption Policy which details our adherence to the current Bribery Act.

Modern Slavery

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

The Disruption House is committed to social and environmental responsibility and has zero tolerance for slavery and human trafficking. We prohibit the use of forced, bonded (including debt bondage) or indentured labour, involuntary prison labour, slavery, or trafficking of persons in our business and in that of our supply chain. We consider each supplier's conduct in regard to the above when awarding and/or renewing business with the supplier.

The Disruption House has a Modern Slavery policy and we proudly display our commitment in a statement upon our webpage.

Responsibility for Anti-Slavery Initiatives

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

To ensure that all parts of our business and supply chain are slavery free we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due Diligence

As part of our initiative to identify and mitigate risk we:

- ❖ Maintain a work environment meeting the requirements of our Employee Handbook.
- ❖ Where possible, longstanding relationships are built with suppliers and customers clearly detailing expectations of business behaviour
- ❖ Internal assessment of supply chain based on supplier performance and other indicators of supplier-specific risks. Our suppliers are vetted and maintained, and any issues are reported back to the Company board.
- ❖ We ensure the eligibility of our staff to work within the UK as part of our recruitment process. We check their National Insurance number, request photographic ID such as passport or driving licence and a copy of their birth certificate
- ❖ All staff are encouraged to report any concerns to top management
- ❖ All staff are aware of our sustainability and ethical ethos through regular training and at induction.

Rupert Bull, CEO

1st November 2021