

Ref. No:	IMS-POL-20	<h1>Corporate Social Responsibility Policy</h1> <p>(See QA-M-01)</p>	
Rev. Status:	01 JAN 23		

Nicol of Skene Ltd is committed to ethical behaviour and to sustainable economic development while improving the quality of life for our workforce and their families as well as the communities in which we work and society in general.

The Chief Operating Officer is responsible for the implementation of this policy and will make all necessary resources available. The responsibility for our performance on this policy rests with all company employees.

This policy outlines the company position on the various issues related to corporate social responsibility and is intended to reinforce other company policy statements which cover Bribery & Corruption, Modern Slavery, Whistleblowing, Equal Opportunities, Sustainability and Bullying & Harassment.

We recognise that our social, economic and environmental responsibilities to all of our stakeholders are integral to the success and reputation of our business. We aim to demonstrate these responsibilities through our actions and within our corporate policies.

We shall be open and honest in communicating our values, strategies, performance and targets to our stakeholders in our continual commitment to sustainable development.

Nicol of Skene will serve its clients with honesty, integrity and professionalism. We will provide our services with care, skill, competence and diligence consistent with the best interests of our clients.

We will negotiate fairly and openly with clients in establishing a basis for compensation. We will charge fees and expenses that are commensurate with the services to be provided and the risks and responsibilities to be assumed.

The company does not discriminate on the basis of gender, racial, social or ethnic origin, culture, religion, age, disability, sexual orientation, nationality, citizenship or political opinion.

The company values its employees in terms of their social, intellectual, economic and personal contribution to the company in all of its operations.

We shall maintain a clear and fair employee remuneration policy and shall maintain forums for employee consultation and business involvement.

We shall operate an equal opportunities policy for all present and future employees and will offer our employees clear and fair terms of employment and provide the necessary training and other resources to enable their continued development and promotion within the business.

Nicol of Skene shall engage with local schools, colleges and universities to assist young people in choosing their future careers, being an advocate for our industry.

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We will continue to support the communities in which we work by contributing to the economic and social wellbeing of the area. This will include actively supporting and encouraging participation in community projects as well as supporting local businesses and charities.

Nicol of Skene are committed to reducing our environmental impact and shall continue to drive improvement in our environmental and sustainability performance as an integral part of our business strategy and operating methods. We shall also encourage our stakeholders to do the same.

**Authorised by:**

Peter-Jon Cowe

Chief Operating Officer

Date: 05<sup>th</sup> January 2026

Next Review Due: January 2027

