



SOCIAL VALUE POLICY

Introduction

The prosperity of our business, and of the communities within which we operate, requires a commitment to the sustainable management of our activities. 2Excel recognises the opportunities that being a responsible business, with positive social performance, brings. This **Social Value Policy** and its subordinate strategy and plans form one of the 2 pillars of our Sustainability Policy and Sustainability Action Plan (SAP).

Our Social Value approach commits us to **enhancing the experience of everyone and everything our business interacts with** including, but not limited to, **our people, other businesses, suppliers, local communities and the environment**. We do this in line with the principles and practices set out below:

People

We are committed to:

- Creating and sustaining employment opportunities, supporting charities and being sensitive to the needs of local people and groups within the communities that we work.
- The well-being, safety and security of our staff and clients.
- Providing an environment that fosters a happy and engaged employee experience.
- Encouraging the participation, progression and continuous professional development of our staff.
- Training our workforce, giving them regular feedback, so that each employee has a clear understanding of their role and how they contribute to the overall business.
- Ensuring fair pay for all employees, making sure they are recognised and rewarded on the basis of their performance, effort, contribution and achievements.
- Nurturing a high-performance culture, including high job-satisfaction, regularly engaging with employees for feedback through surveys and our Employee Forum, aiming to involve and consult regularly as to the direction of the business.
- Promoting equitable treatment, encouraging diversity and embracing inclusion in our workforce.

Our **People Strategy**, owned by the HR Director, sets out our plan to deliver on the above commitments.

Business Reputation, Brand and Goodwill

We recognise the significance of **reputation, brand and goodwill** in how our business is perceived and how important these intangible elements are to 2Excel's enduring success. Therefore, in business we will act in accordance with our **Code of Ethics** and expect our Suppliers to act in accordance with our **Supplier Code of Conduct**. We will engage with our customers and suppliers, to protect and enhance our reputation, brand and goodwill, by ensuring we operate as an exemplary, socially and environmentally responsible aerospace Group.

To do this, we are committed to:

- Building and maintaining long-term relationships with all our customers, partners and stakeholders, understanding their objectives as they evolve over time and by meeting their needs.
- Giving fair value for money, consistent quality, flexibility and reliability by over-delivery.
- Having the highest professional and ethical standards and being honest, open and transparent in all our business dealings.
- Creating and maintaining strong relationships with key suppliers and contractors.
- Choosing suppliers that share our ethos in relation to moral standards, employment practices, quality and environmental controls wherever possible.
- Procuring goods and services and create work opportunities, for small and medium sized businesses and social enterprises wherever possible, including in our local communities.

2Excel's Executive Board Directors ensure that the Group's business dealings are conducted in line with these commitments to protect and enhance 2Excel's reputation, brand and goodwill.

They will also ensure customer and supplier feedback is forwarded to the Compliance Monitoring Department to support the governance of the Group's brand, reputational and goodwill.

Document Control

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