

Corporate Social Responsibility Policy Statement



Grapevine Telecom (Bath) Ltd acknowledge and appreciate that our business activities impact on the communities in which we operate. Corporate Social Responsibility to All at Grapevine means behaving responsibly and dealing with suppliers who do the same. We are committed to the principle that our business goals will be best achieved when we consistently act within an ethical framework that enables us to be a good "corporate citizen". This document defines the basic principles, ethics and values that guide All at Grapevine in its business conduct. We consider it critical that we work in accordance with these values to maintain our reputation and our relationship of trust with our workforce, customers, suppliers, and the community.

To show our business ethics we shall:

- Conduct our business legally, honourably and ethically at all times.
- We will not tolerate any employee of the company offering, soliciting or receiving any form of bribe or inducement.
- Report financial information in a complete, accurate, honest and timely manner.
- Treat our customers, suppliers and stakeholders as we would want to be treated ourselves.

To show our community awareness we shall:

- Build up alliances with the communities in which we operate.
- Strive to be a good neighbour.
- Engage in a constructive dialogue and wherever possible work in partnership with the community.

It is Grapevine's policy to review and continually modify our policies and practices to maintain our sense of Corporate Social Responsibility. We have prepared a plan to put our expertise, technology and partnerships into practice to help support local businesses, the community, and the environment. Behind every key decision we make we are always thinking about our responsibility as an organisation, an employer, and as a friendly neighbour.

- Where possible, we ensure the products we source are of a high ethical, health and safety, and environmental standard to give our customers reassurance that everything they purchase from Grapevine has been created under acceptable living conditions, where workers are treated fairly.
- We're always looking for ways to reduce our carbon footprint; from simple things like using energy-saving light bulbs, to the positive environmental impact that our solutions offer, through introducing 'better ways of working' for our clients, such as reducing travel necessities and allowing flexible working hours.
- Community engagement is at the heart of Grapevine. We support our staff in their fundraising activities and are regular attendees at events hosted by our local chambers of commerce and other business networks. We are proud of our longstanding relationships with Bournemouth University and Bath Rugby.

31st March 2022

A handwritten signature in black ink, appearing to read "J. Spinks".

James Spinks
Managing Director
Grapevine Telecom (Bath) Ltd