

## Corporate Social Responsibility Statement

For Van Walt corporate social responsibility means managing our business responsibly, ethically, fairly and sensitively for long-term success.

To do this we consistently address the expectations of our customers, suppliers, employees and other business stakeholders. We comply with the letter and the spirit of the law, without exception. We never put the company or our customers, suppliers and employees own personal situation at risk or do anything that may damage our corporate and personal reputations. We do not tolerate bribery in any form.

We have set out the policies and principles that describe how we manage our environmental impacts, how we work with suppliers, and how our employees contribute to and share in the rewards of our commercial success.

We share responsibility for the local environment with our neighbours and visitors to our premises by minimising any damaging effects of our normal business activities (land, water, air, noise pollution and by recycling our waste and reducing the use of natural resources) and re-cycling and re-using whenever possible.

We recognise the world is a rich and diverse place and it's our aim that our people reflect this diversity, so that we can better anticipate and meet our customers' needs.

Our first responsibility is to be a successful company. Success is the only outcome that satisfies all of our stakeholders and without it we would not have the resources to secure from our suppliers equipment for our customers to buy and we would not attract loyal, capable, dedicated people to work with us.

Business success depends on many variables but key is engaged and motivated colleagues. Our goal is to create a good, positive working environment and to attract, retain and develop the best talent.

We do this through offering competitive reward packages, investing in colleagues' skills and knowledge through adequate training and ensuring that we have the right tools and resources we need to make their contributions effective.

We achieve this in a number of ways:

- we ensure that our colleagues feel valued, and recognise and reward their efforts
- we try to take into account their personal circumstances and offer them a flexible approach to work-life balance
- we create a positive working environment that reflects the diversity of our colleagues
- we give our colleagues the right tools to carry out their jobs and adequate opportunities for learning and self-development
- we track colleague engagement through regular 1-1's with the Directors

We are a business based on building deep and lasting relationships with our customers through the efforts of our colleagues and the quality of our equipment.

Van Walt customers can access our products and services via our website that provides detailed information on the range of environmental monitoring and research equipment and the services we provide.

Our direct impacts on the environment arise from our day-to-day business operations and business travel. We invest in environmental efficiencies and engage with colleagues to support our strategy.

Whenever possible we use virtual conferencing technologies as an environmentally friendly, cost-efficient alternative to travelling, particularly during negotiations with overseas suppliers.

We can deliver custom environmental training theory & practical fieldwork training sessions to share our knowledge, best practice and field techniques with our customers, students, environmental consultants and other interested parties.

We have adopted ISO best practices to ensure we have in place procedures, policies and auditable processes that support our business relationships with customers, suppliers and other stakeholders and adds value to the Van Walt brand; ensures our equipment is market leading and the customer service experience is recognised as the best in our sector.

For, and on behalf of Van Walt Limited



David van Walt  
Managing Director  
06/01/2025