

Corporate Social Responsibility Statement

Introduction

invenue define Corporate Social Responsibility as:

- Conducting business in a socially responsible and ethical manner;
- Protecting the environment and the safety of people;
- Supporting human rights; and
- Engaging, learning from, respecting and supporting the communities and cultures with which we work.

invenue will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with invenue stakeholders' best interests.

This Policy applies to activities undertaken by or on behalf of invenue.

All invenue employees and contractors will adopt the Corporate Social Responsibility considerations described in this policy into their day-to-day work activities. invenue leaders will act as role models by incorporating those considerations into decision-making in all business activities. Invenue's leaders will ensure that appropriate organizational structures are in place to effectively identify, monitor, and manage Corporate Social Responsibility issues and performance relevant to our businesses.

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

Business Ethics and Transparency

invenue is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems.

invenue will conduct its business in an open, honest, and ethical manner.

invenue recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets.

invenue will advise our partners, contractors, and suppliers of our Corporate Social Responsibility Policy, and will work with them to achieve consistency with this policy.

Environment Health & Safety

invenue is committed to protecting the health and safety of all individuals affected by our activities, including our employees, contractors and the public. invenue will provide a safe and healthy working environment, and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers and others to promote responsible environmental practices and continuous improvement.

invenue is committed to environmental protection and stewardship.



invenue recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into our business decision-making.

Invenue Ltd, trading as invenue, is a company limited by guarantee registered in England and Wales. Company number 13233667. Registered office: 10 Bath Road Swindon SN1 4BA.

Dated: 1st January 2022