

SalesFitness Group Environmental, Social and Governance Policy

SalesFitness Group exists because we believe good selling does good: good for the customer; good for the company and its stakeholders; good for the individual salesperson. Good selling means two things: selling with *integrity* and selling with *professionalism*. In a business world that is changing rapidly and radically, the strategies, processes and skills that have served in the past need to change to deliver winning results in the future.

This policy outlines our commitment to doing good through the way that we do business. Just like we aim to see *good selling* we also aim to do good in the world around us. This policy informs and has a *real-world impact* on every aspect of how we do business.

Environmental Stewardship

SalesFitness Group is committed to stewarding the environment through sustainable business practice. We use finite resources with consideration for the environment. The business supports innovative developments in products, services and working practices that offer environmental benefit. SalesFitness Group considers environmental impact when designing projects, selecting materials, planning logistics and managing disposal of any waste.

An important element in our supplier selection process, and maintenance of ongoing relationships with key suppliers, is that our supply chain partners integrate environmental management within their own business policies. This helps to ensure purchasing practices that reduce the environmental burden associated with supply chain operations.

Social Responsibility

Corporate Culture:

SalesFitness Group is committed to eliminating discrimination and encouraging diversity amongst our workforce and, where we can have a meaningful impact, the world around us. Our aim is that our workforce and, where possible, those connected with us will be truly representative of all sections of society and each member will feel respected and able to give of their best.



To that end we aim to act with social responsibility through equality and fairness in our practices. We do not discriminate on grounds of gender, gender reassignment, marital status (including civil partnerships), race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. We disagree with all forms of unlawful and unfair discrimination.

All employees and those connected with us will be treated fairly and with respect. Selection for employment, promotion, training or any other benefit will be based on aptitude and ability. All employees will be helped and encouraged to develop their full potential and the talents and resources of the workforce will be fully utilised to maximise the efficiency of the organisation and the flourishing of the individual.

We are committed to:

- Creating an environment in which individual differences and contributions are recognised and valued;
- Providing an environment that promotes dignity and respect. No form of intimidation, bullying or harassment will be tolerated; and
- Providing training, development and progression opportunities to all our employees.

Equality in the business environment is good management practice and makes sound business sense.

SalesFitness Group's Anti-Harassment and Anti-Bullying policy outlines our approach to creating a workplace environment that is safe for all employees and individuals connected with the organisation.

Nurturing People:

SalesFitness Group takes seriously our responsibility to the health and wellbeing of our employees and those connected with us. We aim to create an inspiring workplace that encourages creative thinking and personal improvement. We offer competitive remuneration and generous benefits to our employees, including leave entitlement, work-life flexibility and operate with an awareness of the impact mental health on wellbeing and performance.

Our various employment policies, specifically those relating to leave and time off work outlines our commitment to work-life balance and our flexible approach to working arrangements.



Workplace Health & Safety:

SalesFitness Group is committed to:

- Provide adequate control of the health and safety risks arising from our work activities;
- Consult with our employees on matters affecting their health and safety;
- Provide and maintain safe plant and equipment;
- Ensure safe handling and use of substances;
- Provide information, instruction and supervision for employees;
- Ensure all employees are competent to do their tasks, and to give them adequate training;
- Prevent accidents and cases of work-related ill health;
- Maintain safe and healthy working conditions;
- Monitor the effectiveness and review the implementation of this policy, regularly considering its suitability, adequacy and effectiveness.

Actions that fall short of the social responsibility of SalesFitness Group by any employee or individual connected with us will be regarded as unacceptable behaviour and appropriate action will be taken to address it.

Corporate Governance

We believe that strong, robust and accountable governance is the first step towards creating a thriving business. Our intention is to model accountability by acting with transparency in our decision-making processes, financial reporting, and objective-setting. Our corporate governance framework is informed by our ISO 9001 accreditation.

Our directors and employees should conduct themselves in accordance with the highest ethical and professional moral standards. The staff handbook outlines the expected level of conduct for every employee. Every employee, including senior leadership, operates an open-door policy, with the aim to be as approachable and personable as possible. We want each employee and individual connected with us to feel safe and welcome when interacting with SalesFitness Group. We encourage open and honest dialogue and quick and meaningful conflict resolution.

SalesFitness group's anti-bribery and anti-corruption, and anti-money laundering policies outline our approach to honest, ethical and legally compliant business practices.



