

CORPORATE SOCIAL RESPONSIBILITY

NWB Group Ltd are committed to a Corporate Socially responsible programme which is tangible, practical and 'fits' with the ethos of our business; this ensures it is widely adopted and supported across the company.

Our Corporate Social responsibility covers the following areas:

- Employees
- Dignity at Work
- Environment

In addition to the above targeted areas of focus, our policy generally is to act in a socially responsible manner, taking in to account relevant social and environmental factors, and to promote this attitude across the market in which we operate.

Employees

At NWB Group Ltd, we acknowledge that the foundation to our success is our employees. We have a far higher than average retention rate within our industry due to our holistic approach to managing our staff.

Each member of staff has a structured training and development programme and person development plan based on their individual requirements and aspirations. We mentor and encourage development and training, including (where appropriate) to meet industry standards and accreditations.

Employees

NWB Group Ltd is committed to creating a work environment free of harassment and bullying where everyone is treated with dignity and respect.

Harassment and bullying can have very serious consequences for individuals and the organisation. Harassment or bullying may make people unhappy, may cause them stress and affect their health and family and social relationships. Effects on the organisation can include loss of morale, poor work performance, increased turnover of staff, legal claims and damage to the organisation's reputation.

For these reasons, NWB Group Ltd will not tolerate bullying and harassment of any kind. All allegations of bullying and harassment will be investigated and, if appropriate, disciplinary action will be taken.

Environment

NWB Group Ltd recognises and understands the importance of protecting the environment in which we operate. We are fully committed to minimising the impact that running our business has on the environment and we encourage our clients, suppliers and other stakeholders to do the same.

Name: Jeff Williams

Signed:

A handwritten signature in black ink, appearing to be "JW", written over a light grey rectangular background.

Position: Director

Date: 21.01.2026

Review Date: 21.01.2027