



Corporate & Social Responsibility Policy

Operating in a responsible and sustainable manner is important to Nexon Group. While we run our business in line with the expectations of diverse global stakeholders, we also see corporate responsibility as a discipline that helps us manage risks and maximize on the opportunities available to us in a changing world.

We are committed to understanding, monitoring and managing our social, environmental and economic impact to enable us to contribute to society's wider goal of sustainable development. This commitment is deeply ingrained in our core values and we aim to demonstrate these responsibilities through our actions and within our corporate policies.

At Nexon Group, we define Corporate Social Responsibility as follows:

- 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 within which we work.

In alignment with our Statement on Business Conduct and Ethics, Nexon Group will ensure that all matters of Corporate Social Responsibility are considered and supported in our operations and administrative matters and are consistent with Nexon Group stakeholders' best interests. Nexon Group is committed to being recognized as a leader in the field of Corporate Social Responsibility and recognizes that in doing so, we will add significant value for our shareholders.

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

Business Ethics and Transparency

Nexon Group recognises that our commercial activities have potential to impact on our suppliers and our locality. As a socially responsible business our suppliers, local community and customers have the right to expect:

All works involved with the delivery of products and services provided by Nexon Group are treated with full consideration to their basic human rights.

Nexon Group acts in an ethical manner above and beyond basic legal requirements. Nexon Group is committed to implementing the principles of the Ethical Training Initiative Base Code.

Full details are set out in the companies ethical policy.

Stakeholder Relations

We actively seek and align ourselves with a conscientious supply chain.

All our suppliers are visited by our management to ensure they are acting and sourcing responsibly.

Also included in this is our robust policies and procedures outlined in our ISO9001 policy.

Employee Relations

At Nexon Group the safety and happiness of our staff is central to everything we do.

Our payment schemes are generous and in excess of all award salaries in the industry. Flexible working hours allow our teams to achieve a good work/home balance.

Nexon Group will apply fair labour practices, while respecting the national and local laws of the United Kingdom.

Nexon Group is committed to providing Equal Opportunities (as per policy) in all aspects of employment and will not engage in or tolerate workplace misconduct, including discrimination, intimidation or harassment.

Human Rights

Nexon Group recognise that governments have the primary responsibility to promote and protect human rights. Nexon Group will work with governments and agencies to support and respect human rights within our sphere of influence.

Nexon Group will not tolerate human rights abuses and will not engage or be complicit in any activity that solicits or encourages Human Rights abuse.

Nexon Group will always strive to build trust, deliver mutual advantage and demonstrate respect for cultures, customs and values of individuals and groups.

Community Investment

Nexon Group strives to understand and respect the cultural values and laws wherever we operate. We actively support initiatives in those communities where our employees live and work. This commitment is visible in our contributions of financial, equipment and volunteer support. We encourage our employees to contribute time and energy in leadership and other roles in community organizations