

COMMUNITY AND SOCIAL IMPACT POLICY

Organisation: Test TS Business

Membership No: UKRBA-2026-0003

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Test TS Business

Effective Date: 17 July 2026

Review Date: 17 July 2027

Document Prepared By: UKRBA

1. Introduction

Test TS Business is committed to operating as a responsible corporate citizen within the communities in which we conduct our professional services operations. This Community and Social Impact Policy sets out our approach to identifying, managing, and maximising positive contributions to community wellbeing whilst minimising any adverse social impacts arising from our business activities.

As a professional services provider operating within the United Kingdom, we recognise that our influence extends beyond direct service delivery to clients. Our employees, suppliers, and stakeholder relationships create opportunities and responsibilities for meaningful community engagement. This policy establishes the framework through which we translate our commitment to social responsibility into measurable actions and outcomes.

The purpose of this policy is to:

- Establish clear principles and objectives for community and social impact activities
- Define roles and responsibilities across our organisation

Identify key areas where our business can generate positive social value
Create mechanisms for stakeholder engagement and feedback
Ensure accountability and transparency in our community initiatives
Provide guidance to employees on community related activities and volunteering opportunities

This policy applies to all employees, contractors, partners, and representatives of Test TS Business. Compliance with this policy is a condition of engagement with our organisation.

2. Current Activity

2.1 Business Operations and Social Context

Test TS Business provides professional services to a diverse client base across multiple sectors. Our operations are based in the United Kingdom, with team members located across various regions. As a service based organisation, our direct environmental footprint is relatively limited, but our social and economic impact is substantial through employment, procurement decisions, and client service delivery.

2.2 Current Community Engagement

Our current community engagement activities include:

Employment and Skills Development: We employ a diverse workforce and provide ongoing professional development, training, and mentoring to our team members. We actively contribute to the employment market by creating skilled positions and supporting career progression pathways. We maintain fair employment practices in line with UK employment law and ethical business standards.

Supplier and Partnership Relationships: We work with suppliers and partners across the supply chain. We are committed to fair payment terms, ethical procurement, and supporting small and medium sized enterprises wherever possible. Our purchasing decisions consider both quality and the broader social responsibility credentials of our suppliers.

Professional Knowledge Contribution: Our staff contribute knowledge and expertise to professional bodies, industry forums, and through participation in relevant associations. This

indirect contribution supports the development of professional standards and best practice across our sector.

Tax Compliance and Economic Contribution: We meet all UK tax obligations and contribute to the economic wellbeing of the communities in which we operate through our tax payments, employment contributions, and local economic activity.

Volunteer Support: We recognise and encourage our employees to volunteer for community organisations on an informal basis. Employees are entitled to take reasonable time for volunteering activities, subject to business operational requirements.

2.3 Existing Stakeholder Relationships

Our key stakeholders include:

Our employees and their families

Clients across multiple sectors

Suppliers and business partners

Professional associations and industry bodies

Local communities where our team members are based

Regulatory and government bodies

Educational institutions providing graduate and apprenticeship pathways

We maintain regular dialogue with these stakeholders through client meetings, employee surveys, supplier engagement, and industry participation.

3. Future Intent

3.1 Strategic Direction

Over the period covered by this policy, Test TS Business intends to develop and enhance our community and social impact activities in the following areas:

3.2 Skills Development and Apprenticeship Support

We commit to exploring opportunities to support skills development within the communities

we serve. This includes consideration of:

Offering work experience placements or internship opportunities to students and young people

Supporting apprenticeship pathways in our profession through participation in established schemes

Providing mentoring or career guidance to individuals seeking to enter professional services

Collaborating with educational institutions on curriculum development or guest lecturing

Our aim is to contribute meaningfully to reducing skills gaps in our sector whilst creating authentic development opportunities for emerging talent.

3.3 Diversity and Inclusion

We are committed to fostering a diverse and inclusive organisation that reflects the communities we serve. Our future activities in this area include:

Reviewing and enhancing our recruitment practices to ensure fair access to opportunities

Creating an inclusive workplace culture where all employees feel valued and supported

Supporting underrepresented groups in professional services through targeted development and mentoring

Ensuring equal pay and progression opportunities regardless of protected characteristics

Providing reasonable adjustments and accommodating diverse needs and circumstances

We recognise that diversity strengthens our organisation and enables us to serve our clients and communities more effectively.

3.4 Client Impact Assessment

We intend to develop a framework for considering the broader social impacts of the professional services we deliver to clients. This includes:

Reflecting on whether our work contributes positively or negatively to social outcomes

Considering the social responsibility implications of client relationships

Identifying opportunities to deliver services that create positive social value

Ensuring our work aligns with recognised ethical standards in our profession

This does not imply we will refuse work based on client characteristics, but rather that we will be intentional about understanding and managing the social implications of our service

delivery.

3.5 Community Volunteering Programme

We intend to establish a more structured approach to employee volunteering, including:

Providing paid volunteering days or time allowance for employees to support registered charities and community organisations

Identifying priority cause areas where our professional expertise can be most beneficial

Promoting volunteering opportunities to all employees

Tracking and reporting on employee volunteering participation and impact

Recognising and celebrating employee volunteering contributions

This initiative will be developed progressively and will be subject to business capacity and employee interest.

3.6 Supplier Responsibility

We commit to enhancing our supplier engagement on social responsibility matters, including:

Including social responsibility expectations in supplier selection criteria where proportionate

Communicating our values and expectations to suppliers

Supporting smaller suppliers in meeting compliance and best practice standards

Regular communication with key suppliers on matters including fair payment, employment practices, and ethical conduct

Reviewing supplier relationships where significant concerns emerge

Our approach will be proportionate to supplier size and organisational capacity, whilst maintaining clear standards for ethical conduct.

3.7 Stakeholder Engagement and Communication

We intend to improve our stakeholder communication and engagement on community and social impact matters, including:

Publishing annual updates on our community and social impact activities

Seeking feedback from employees and stakeholders on our community initiatives

Maintaining transparency about our commitments and progress

Responding constructively to concerns raised about our social impact

Engaging with relevant community groups and organisations where appropriate

We recognise that meaningful community and social impact requires genuine stakeholder engagement and responsiveness.

4. Responsibility and Review

4.1 Organisational Responsibility

Ultimate responsibility for this policy rests with the senior management of Test TS Business. All managers and team leaders are responsible for:

- Ensuring their teams understand this policy and their responsibilities under it
- Creating an environment where community engagement and social responsibility are valued
- Identifying opportunities for positive community impact within their areas of responsibility
- Supporting employees in volunteering and community engagement activities
- Reporting concerns or issues relating to social impact to senior management

All employees are responsible for:

- Understanding and complying with this policy
- Conducting their work in accordance with ethical and professional standards
- Raising concerns about potential adverse social impacts
- Supporting community and social responsibility initiatives where appropriate to their role

4.2 Implementation and Monitoring

Senior management will oversee the implementation of this policy and will monitor progress against the commitments outlined in Section 3. We will:

- Track progress on the initiatives and activities set out in this policy
- Gather feedback from employees and stakeholders on our community impact efforts
- Identify barriers to effective implementation and address these where possible
- Maintain records of community and social impact activities and outcomes
- Report annually on progress to all staff

4.3 Review and Updating

This policy will be reviewed annually, with the first formal review scheduled for 17 July 2027.

Reviews will consider:

Progress made against the commitments in Section 3

Feedback received from employees and stakeholders

Changes in our business operations or sector context

Emerging best practice in community and social impact

Regulatory or legal changes affecting social responsibility

Any identified gaps or areas requiring additional focus

This policy may be updated at any point if significant issues or opportunities emerge, but will be reviewed formally at the scheduled annual review date.

4.4 Policy Effectiveness and Continuous Improvement

We are committed to continuous improvement in our community and social impact approach. We welcome feedback and suggestions from employees, clients, suppliers, and community stakeholders. Feedback can be shared through line managers, senior management, or through formal feedback mechanisms that will be established and communicated to all staff.

We recognise that meaningful community and social impact requires ongoing commitment, learning, and adaptation. This policy provides our framework for these activities, and we remain committed to delivering positive social value as a responsible UK based business.