



Corporate Responsibility Policy Your Pay Ltd.

Your Pay Ltd. (YPL) believes our reputation is critical to the creation of long-term value for our clients, staff and shareholders. We define corporate responsibility as action taken to positively impact on our customers, our shareholders, our people, our suppliers and the communities around our business, and which includes and goes beyond our legal or regulatory obligations.

We are committed to conducting our business ethically, legally and in a manner that is fiscally, environmentally and socially responsible whilst delivering sustainable value and quality of service.

Our areas of commitment to corporate responsibility include:

- Investing for the long term to bring out the best in our people; treating our staff equally and with respect at all times;
- Engaging with our customers; delivering a personal and rewarding service with every interaction;
- Investing in our communities; giving something back;
- Managing our environmental impacts; pro-actively recycle and reducing waste;
- Maintaining effective health and safety management systems. (Our business is committed to corporate responsibility in order to enhance the value of our business as a whole. The nature of our business as well as our location determines which issues are most relevant. The Managing Director is responsible for advising the main board on corporate responsibility matters. (YPL aims to set, maintain and promote high standards of corporate responsibility. As a national provider of payroll offerings for temporary workers, we believe that a positive record as a conscientious employer, acting responsibly and with integrity, will enhance our reputation. As such, we believe it can contribute to our long-term financial success and to our primary objective of achieving increased market share.