



CORPORATE SOCIAL RESPONSIBILITY POLICY

Our Principles:

At Quantum Controls Ltd. we recognise that we must integrate our business values and operations to meet the expectations of our stakeholders, in relation to customers, employees, regulators, investors, suppliers, the community and the environment

We will:

- recognise that our social, economic and environmental responsibilities to our stakeholders are integral to our business;
- aim to demonstrate our commitment to our responsibilities through our actions and within our corporate policies;
- take seriously all feedback that we receive from our stakeholders and, where possible, maintain open dialogue with stakeholders to ensure that we fulfill the requirements of this policy

The Managing Director is responsible for the implementation of this policy and will make the necessary resources available to realise our corporate responsibilities,

However, all employees of Quantum Controls Ltd. are responsible for our successful performance of this policy,

Our Partnership Focus:

We shall:

- strive to improve our environmental performance through implementation of sustainable development and environmental policies;
- ensure a high level of business performance while minimizing and effectively managing risk;
- operate an equal opportunities policy for all present and potential future employees;
- offer our employees clear and fair terms of employment and provide resources to enable their continual development;
- provide safeguards to ensure that all employees are treated with respect and without sexual, physical or mental harassment;
- provide, and strive to maintain, a clean, healthy and safe working environment;
- uphold the values of honesty, partnership and fairness in our relationships with stakeholders;



- ensure our contracts clearly set out the agreed terms, conditions and the basis of our relationship;
- operate in a way that safeguards against unfair business practices; and
- encourage our suppliers and contractors to adopt responsible business policies and practices for our mutual benefit

Signed (Managing Director)

A handwritten signature in black ink, appearing to read "Dan Fitzsimons".

27th January 2025

Date of next review:

January 2026

A large, faint watermark of the Quantum Controls logo is centered on the page. It consists of the words "QUANTUM" and "CONTROLS" in a large, light grey sans-serif font, with a large, light green circular graphic element overlaid on the text.