



Calcula Ltd Transparency and Social Responsibility Policy

1. Purpose

This policy outlines Calcula's approach and procedures for Transparency and Social Responsibility.

2. Transparency

We are committed to transparency in all aspects of our business operations. We aim to build trust with our clients, employees, and third-party partners by being open and honest about our services, pricing, and policies.

Key Principles:

- We provide clear and accurate information about our services, costs, and timelines
- We adhere to strict data protection practices in line with GDPR
- We act with integrity and avoid conflicts of interest
- We encourage open communication and feedback from clients and employees

3. Whistleblowing

We are committed to ethical practices and encourages reporting concerns about wrongdoing. We ensure that individuals who report issues in good faith are protected from retaliation.

What Can Be Reported:

- Violations of company policies
- Fraud, health and safety issues, or illegal activities
- Unethical treatment or misuse of company resources

How to Report:

- You can report concerns to your manager, the Whistleblowing Officer, or anonymously via email to liam.perry@calcula.co.uk.
- All reports are confidential, and retaliation is prohibited.

Investigation:

We will investigate all reports fairly and promptly and take appropriate action.



4. Anti-Bribery and Corruption

We are committed to conducting our business with the highest level of integrity and transparency. We have a strict zero-tolerance policy towards bribery and corruption, in compliance with the UK Bribery Act.

Our Commitment:

- We do not offer, accept, or engage in any form of bribery, kickbacks, or corrupt practices, either directly or indirectly.
- All employees, contractors, and partners are expected to comply with the relevant anti-bribery and anti-corruption laws, including the UK Bribery Act 2010.
- We ensure that all business decisions are made solely based on merit, fairness, and compliance with the law.

What This Means:

- We will not tolerate any attempts to influence decisions through gifts, payments, or other improper incentives.
- Any suspected incidents of bribery or corruption should be reported immediately and will be investigated thoroughly.

We expect all individuals associated with our company to uphold these standards and act in the best interest of our clients and the public.

5. Fair Payment

We are committed to ensuring fair and transparent payment practices with all our clients, suppliers, and contractors. We believe in honouring all agreements and maintaining ethical business relationships based on fairness, trust, and respect.

Our Commitment:

- We ensure that all payments for services and goods are made in a timely manner and in accordance with agreed-upon terms.
- We expect all invoices to be clear, accurate, and reflective of the agreed prices and services.
- We comply with applicable laws and regulations concerning fair payment, including the Late Payment of Commercial Debts (Interest) Act 1998.



What This Means:

- We will pay our suppliers and contractors promptly and as agreed in contractual terms.
- If any disputes arise, we will address them fairly and promptly, working towards a mutually beneficial resolution.
- We encourage transparent communication regarding payment terms and expectations.

We are committed to fostering positive relationships based on integrity and fairness in all business dealings.

6. Anti-Slavery and Human Trafficking Statement

We are committed to preventing slavery, human trafficking, and exploitation within our business operations and supply chain. We take a zero-tolerance approach to modern slavery and are dedicated to ensuring that our practices align with the Modern Slavery Act 2015.

Our Commitment:

- We do not tolerate slavery, human trafficking, or forced labour in any form within our business or supply chains.
- We ensure that all employees, contractors, and suppliers are treated with respect and dignity, and that their rights are upheld.
- We comply with the Modern Slavery Act 2015 to ensure ethical labour practices.

What This Means:

- We will work only with suppliers and contractors who share our commitment to ethical labour standards and have policies in place to prevent modern slavery.
- We conduct regular checks and assessments of our supply chains to identify and address any risks of exploitation.
- We encourage employees and suppliers to report any concerns regarding potential slavery or human trafficking, and we will investigate such reports promptly.

We are dedicated to maintaining a business environment where all individuals are treated fairly and ethically.

7. Corporate and Social Responsibility (CSR)

We are committed to making a positive impact on society and the environment through responsible business practices. We believe in integrating social, ethical, and environmental considerations into our daily operations and decision-making processes.



Our Commitment:

- We strive to operate ethically, supporting the communities in which we live and work.
- We are dedicated to reducing our environmental impact and improving sustainability in our operations.
- We support diversity and inclusion, ensuring equal opportunities for all employees and partners.
- We aim to create long-term value for our clients, employees, and the wider community.

What This Means:

- We actively contribute to local communities through charitable initiatives, volunteering, or other forms of support.
- We minimise our environmental footprint by implementing sustainable practices, such as reducing waste and conserving energy.
- We maintain fair and ethical business relationships with our employees, clients, and suppliers.
- We regularly review our CSR initiatives to ensure we are continuously improving and making a meaningful impact.

We are committed to being a responsible business that operates with integrity and strives to make a positive difference.

10. Policy Review

This policy will be reviewed on an annual basis or sooner if required by regulatory changes, changes in company operations, or after an incident or near miss.

Acknowledgment

All employees and sub-consultants are required to sign an acknowledgment that they have read and understood this policy. Regular training sessions will be provided to ensure everyone is updated on any changes or improvements to risk management practices.

Signature:



Signed by:

Liam M Perry

On behalf of: (Company)



Calcula Ltd

Date:

03/05/2026