

Section 172 statement

Our success as a modern business relies upon our ability to meet increasingly demanding environmental, ethical, legal and commercial standards as defined by the wider society in which we operate.

This is based on the principle that we are not simply profit driven but accountable for the impact of our activities on the environment and society. We rely on various other stakeholders to survive and prosper such as our customers, employees, suppliers and local communities; therefore, we are committed to considering the evolving interests of our stakeholders moving beyond a narrow focus on shareholders and profitability.

Stakeholder	Why we Engage	How we Engage	Key Activity in Fiscal 2024
Shareholders	Regular dialogue with our Shareholders is critical to ensure that our strategy, business model, opportunities and culture are aligned with our shareholders expectations.	Quarterly Board meetings are held to share the Company's performance and discuss strategy.	We participated in a shareholder-recommended project to redefine the Company's target operating model and organizational design, both of which were implemented by the end of the fiscal year.
Customers	Customer engagement is essential in the development of reliable products and services that meet customer needs.	<p>Hosting regular events and conferences where customers can come together to learn and provide feedback on the products they use.</p> <p>Continuous product development and enhancements.</p>	We continue to develop our product range to enable our customers to improve their governance, risk, compliance, and workforce management procedures.
Suppliers and Partners	Suppliers and partners play a key part in our ability to deliver the products and services we offer to our customers and ultimately the value we deliver to our investors.	All new relationships are reviewed to ensure mutually appropriate terms are agreed and are in the Company's best interests.	As part of our internal systems integration projects, we enhanced our Accounts Payable approval process to better align internal ownership and accountability for key vendor relationships.
Employees	Good employee relations are integral to the success of the Company. Fostering a culture where people feel safe, supported, and adequately rewarded allows us to meet the evolving demands of the modern workplace.	<p>The UK management team host regular interactive Town Hall meetings where all employees are invited to attend and participate.</p> <p>Employees have access to an employee portal where people can post, share, interact with fellow employees and catch up on regular newsfeeds from</p>	The Company put a real focus on improving and increasing communication with its employees by revamping and re-releasing its intranet sight for all employees (RLDaily); continuing and expanding Regional and Functional Town Hall meetings; and increasing regular e-mail communications. In addition, employees now benefit from a formalized program around



management. They can also access the most up to date policies and procedures of the Company.

Diversity, Equity and Inclusion setup by the Group.

Section 172 statement (continued)

Community
and
Environment

We believe that it is important to engage with the communities that we operate in as they ultimately support our Company and employees. We want to play a part in reducing the negative impacts on our environment.

We encourage employees to participate in sponsored and unsponsored activities in order to support local charitable organizations.

The Company takes a grass-roots approach to supporting our communities. Our employees identify charities, fundraiser and volunteer work that they are passionate about and that align to our business, and we support our employees with those activities.

