

Social Value Policy

1. Purpose and Commitment

Team Defence Information is committed to creating social value and contributing positively to the communities and society we serve. We recognize that our success is intertwined with the well-being of our stakeholders, including employees, customers, suppliers, and the broader community. This policy outlines our commitment to social responsibility and our efforts to maximize our positive societal impact.

2. Guiding Principles

- a) **Stakeholder Engagement:** We will actively engage with our stakeholders to understand their needs, concerns, and expectations. We will consider their input when making decisions that affect them.
- b) **Ethical Conduct:** Team Defence Information is committed to the highest standards of ethical conduct in all our activities. We will uphold honesty, integrity, and transparency in our operations.
- c) **Diversity and Inclusion:** We will promote a diverse and inclusive workplace where all individuals are respected and treated fairly, irrespective of their race, gender, age, religion, sexual orientation, or other characteristics.
- d) **Environmental Responsibility:** We will minimize our environmental footprint by implementing sustainable practices, reducing waste, conserving resources, and working to mitigate climate change.
- e) **Community Engagement:** We will actively support the communities in which we operate, through philanthropic efforts, volunteering, and other initiatives that contribute to community well-being.
- f) **Responsible Sourcing:** We will strive to source products and materials from suppliers who share our commitment to social and environmental responsibility.

3. Social Value Initiatives

Team Defence Information will undertake the following initiatives to fulfill our commitment to social value:

- a) **Employee Well-being:** We will provide a safe, healthy, and inclusive work environment. We will invest in employee development, wellness, and work-life balance.
- b) **Product and Service Quality:** We will continuously improve the quality of our products and services to meet the needs and expectations of our customers.
- c) **Social Impact Projects:** We will invest in and support projects and initiatives that address social issues, such as education, healthcare, poverty alleviation, and community development.
- d) **Environmental Stewardship:** We will set targets for reducing our environmental impact and work towards carbon neutrality. We will also support initiatives to protect and preserve natural resources.

- e) **Community Engagement:** We will actively engage with local communities through volunteering, financial support, and partnerships that contribute to their well-being.
- f) **Monitoring and Reporting**

We will regularly monitor and assess the impact of our social value initiatives. We will report our progress and outcomes transparently to stakeholders and the public. Feedback and suggestions from stakeholders will be considered for continuous improvement.

5. Accountability

All employees of Team Defence Information are responsible for upholding and implementing this Social Value Policy. The executive leadership team will be responsible for overall policy compliance and ensuring that it aligns with our mission and strategic objectives.

6. Review and Revision

This policy will be reviewed annually to ensure its relevance and effectiveness. Revisions may be made as necessary to reflect changing circumstances and priorities.

Amendment Record

Date	Detail
14 October 22	V1.0 – New baseline version
31 October 23	V2.0 – Reviewed (S Russell)
31 October 24	V3.0 – Reviewed (K Gough)
30 July 25	V4.0 Reviewed (K Gough)