

CORPORATE SOCIAL RESPONSIBILITY POLICY

As part of our corporate social responsibility policy, Global Associates has the following approach to charitable donations.

The main aim of our policy is to support the specific causes which our people care most passionately about and which have specific meaning to them. On that basis, we are prepared to match all funds raised by employees, pound for pound, up to a maximum of £200 per charity per annum. We are also prepared to publicise involvement in charitable causes by our employees, or groups of employees, via our website and other communications.

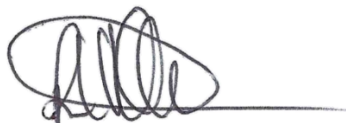
All we ask before providing matched funding is that we see evidence:

- That the recipient of our support is a registered charity
- Of what exactly employees have done to raise funds (photos, medals, blisters etc!)
- Of the amount of money raised by employees (e.g. via a Just Giving page or similar)

Each year we set aside an overall budget for charitable donations and any budget unspent at the end of the year will be donated to a charity nominated by the employee who is deemed to have made the greatest overall contribution to good causes in that year.

Unfortunately, any good causes seeking funding which does not involve significant employee participation cannot be accommodated and we will not make any donations of a political nature or which could be deemed to be in breach of our policy on bribery and corruption.

Signed

A handwritten signature in black ink, appearing to be "A. [unclear]", written over a horizontal line.

Position: CEO

Date: 1st January 2022