

Sustainability Policy

SIFA Strategy Limited (collectively referred to as “SIFA Strategy”, “we”, “us” or “our”) is committed to conducting its business in a sustainable, ethical and responsible manner. It is our belief that good corporate practices are essential to long term sustainable success and must be reflected in our workplace and the workplaces of our clients or partners. Our reputation is important to us, but it is more than that; integrity and ethical behaviour are part of our culture.

Modern Slavery

SIFA Strategy is committed to ensuring that modern slavery does not take place anywhere in our business or in any of our clients or partners. Modern slavery may take various forms, such as slavery, servitude, forced and compulsory labour and human trafficking and is a crime and a violation of human rights, which exploits a person for personal or commercial gain. SIFA Strategy will not support or deal with any business knowingly involved in modern slavery.

Diversity

SIFA Strategy hires, promotes, develops and compensates employees based on meritocracy and without regard to age, gender, disability, marital status, race, national origin, religion or sexual orientation or any other legally protected characteristics or status. Our partners and clients are also expected to recruit, employ and promote employees on the sole basis of the qualifications and abilities needed for the work to be performed, without regard to any protected characteristics or any other category not relevant to performance.

Environment

Good environmental practice is important in ensuring that we, and our partners and clients, operate responsible and sustainable businesses, which reduce their negative impact on the environment as much as practicable and comply with all applicable environmental laws, regulations and standards. SIFA Strategy and its clients and partners shall adopt any appropriate policy, standard, procedure and management system in order to ensure that its operations are managed ecologically and in a sustainable way and shall take necessary measures in order to prevent pollution, to conserve natural resources required for its operations and implement relevant emergency response plans and procedures.

Anti-Bribery and Corruption

In all our dealings, SIFA Strategy is committed to complying with applicable anti-corruption laws including those relating to actions that could be considered bribery. These laws, including the UK Bribery Act and similar anti-corruption regulations throughout the world shall be complied with. Violations of anti-bribery laws can result in criminal convictions for the individuals and organisations concerned.

Bribery is the giving, promising, offering, receiving, agreeing to receive, requesting or accepting of anything of value or any kind of advantage, to or from any person in order to influence them improperly in the performance of their duty. A thing of value or advantage might be money; it may also include loans, gifts, travel or favours.

SIFA Strategy does not condone, encourage or support tax evasion, and is committed to implementing procedures to prevent anybody employed or contracted to SIFA Strategy or acting on SIFA Strategy’s behalf facilitating the evasion of tax. Any involvement by persons associated with SIFA Strategy (broadly employees, contractors and parties acting for SIFA Strategy) in such activities is considered damaging to our reputation and potentially the long-term sustainability of our business. Therefore, SIFA Strategy will not engage in transactions which we know or suspect facilitates tax evasion, even if it may result in us losing business. Tax evasion is against SIFA Strategy’s general business principles; SIFA Strategy expects the businesses and people we engage with to comply with their tax obligations.