

This section serves as our Section 172 statement and should be read in conjunction with the Strategic Report. Section 172 of the Companies Act 2006 requires Directors to take into consideration the interests of stakeholders in their decision making. The Directors continue to have regard to the interests of the Group's employees, other stakeholders and the Group's reputation when making decisions.

Such consideration is included in the statements set out below, noting the directors' duty under S172 to act in good faith to promote the success of the Group for the benefit of its shareholders but having regard amongst other matters to the following:

- The likely consequences of any decision in the long term.
- The interests of the company's employees.
- The need to foster the company's business relationships with suppliers, customers, and others.
- The impact of the group and company's operations on the community and the environment.
- The desirability of the group and company maintaining a reputation for high standards of business conduct; and
- The need to act fairly between members of the group and company.

The Group has multiple stakeholders, the Board considers its key stakeholders to be our employees, customers, candidates, and suppliers. Galago Group is committed to high standards of business conduct and integrity at all times.

## EMPLOYEES

We rely on the experience, knowledge, creativity, and entrepreneurial spirit of all our people. The Board ensures continuous engagement with our employees which is achieved through regular business reviews held with each department. We support our employees' involvement in decision making and empower them to achieve the businesses' aims and objectives. It is of the utmost importance that our employees act with the highest levels of integrity, values and ethics, in order to ensure a positive impact on all stakeholders and business reputation.

We provide ongoing training and development opportunities to all employees, to inform them about the business and support them to build their skills, capabilities and progress their development. We will continue to invest in learning strategies across the businesses.

Increasing diversity and improving inclusiveness, is fundamental in the success of the business. Having diverse teams improves collaboration, effectiveness and strengthens the team and group. We aim to engage and inspire all employees to reach their fullest potential, enabling them to gain the greatest fulfilment from their role.

## CUSTOMERS

By working collaboratively with our customers, we develop strong relationships to meet their needs and support them in workforce planning. The Board engages customers through the management teams and receives regular information about customers in the board reports and other business reports.

## CANDIDATES

We rely on our candidates to provide the high level of service our clients expect. We engage with our candidates regularly to meet this level of service and support them in their work. All our candidates are thoroughly vetted and must meet our compliance requirements to work with our clients. All our candidates must be aware of our policies and those of our clients. They are expected to uphold and follow these at all times, and we operate a robust and rigorous monitoring procedure to ensure this is maintained.

## SUPPLIERS

We aim to work responsibly with all our suppliers who in turn must agree and align to our values and business principles. Supply chain integrity is a critical part of our business as we rely on our suppliers to help meet our customers' needs. We engage with our suppliers regularly to monitor compliance and reputational impact.

## COMMUNITY AND ENVIRONMENT

Our corporate and social responsibility ("CSR") policy has continued to evolve. We are committed to supporting our employees, increasing diversity, and strengthening our inclusive culture where all members of the business and group can thrive.

We recruit from all parts of the community and regularly engage inexperienced individuals with the potential, coaching them to learn and succeed. We strive to give opportunities to individuals who share our vision and show commitment to develop.

We support our local communities and sports clubs both directly and through our employee's involvement.

We aim to minimize our impact on the environment in our office spaces. The group adopts business practices that promote sustainability and reduce waste. We have recently redesigned our office spaces where we improved and upgraded systems reducing impact on the environment.

This report was approved by the board of directors on 9 December 2022 and signed on behalf of the board by:

K Boyce

