



BUTT MILLER Social and Governance Strategy

Version 1.0 | 8th February 2024

Introduction

Butt Miller is dedicated to fostering a positive impact on society and maintaining high standards of corporate governance. This Social and Governance Strategy outlines our commitment to social responsibility and governance principles, guiding our actions to create a sustainable, ethical, and socially responsible accountancy practice.

1) Social Responsibility

A. Community Engagement

- Butt Miller will actively engage with the local community by participating in charitable initiatives, community service programs, and other activities that contribute to the betterment of society.
- Encourage employees to volunteer their time and skills for community projects and initiatives.

B. Diversity and Inclusion

- Foster an inclusive and diverse workplace that values differences in backgrounds, experiences, and perspectives.
- Implement policies and practices that promote equal opportunities and fair treatment for all employees, irrespective of gender, race, ethnicity, age, or other characteristics.

C. Employee Well-being

- Prioritise the health and well-being of employees by offering wellness programs, flexible work arrangements, and resources that support work-life balance.

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- Provide opportunities for professional development and training to enhance the skills and career growth of employees.

2) Corporate Governance

A. Ethical Standards

- Uphold the highest ethical standards in all business activities, emphasizing honesty, integrity, and transparency.
- Establish clear guidelines for ethical decision-making and conduct regular training sessions to reinforce ethical behaviour among employees.

B. Board Oversight

- The Board of Directors will provide effective oversight of the company's operations, ensuring alignment with strategic objectives, legal compliance, and ethical standards.
- Establish committees, as needed, to focus on specific governance areas, such as audit, risk management, and corporate social responsibility.

C. Risk Management

- Implement robust risk management processes to identify, assess, and manage risks associated with our business activities.
- Regularly review and update risk management strategies to adapt to changes in the business environment.

D. Stakeholder Engagement

- Butt Miller will actively engage with stakeholders, including clients, employees, suppliers, and regulatory bodies, to understand their concerns and expectations.
- Maintain open lines of communication with stakeholders and seek feedback to improve business practices and relationships.



3) Compliance and Reporting

A. Legal Compliance

- Butt Miller will comply with all applicable laws and regulations governing our industry, ensuring that our business practices are in line with legal requirements.
- Regularly assess and update policies to reflect changes in laws and regulations.

B. Reporting and Accountability

- Provide regular and transparent reporting on social and governance performance, demonstrating accountability to stakeholders.
- Establish mechanisms for employees to report concerns related to social or governance matters, ensuring protection for whistleblowers.

4) Continuous Improvement

- Butt Miller is committed to continuous improvement in our social and governance practices. Regular reviews and updates to this strategy will be conducted to reflect changes in industry best practices and the evolving commitment of the company to social responsibility and governance excellence.