

## **Sustainability and Social Impact Pledge**

At Cyd Innovation, we are committed to delivering our work in the most sustainable and ethical manner possible. This document outlines our long-term commitments to these principles and is intended to offer transparency to all those who work with us.

Progress against each of these commitments will be documented in our annual Sustainability & Social Impact reports which can be found on our website.

### **Defining local:**

As a proudly Welsh company, our Welsh identity is central to everything we do. We are committed to supporting the economic development of Wales, and as such, we consider the entire country of Wales to be our local area. Additionally, we further define "local" as being within a 50-mile radius of our office in Holywell, as this is our most geographically proximate region. This definition will be used when delivering our commitment of 1% of revenue being donated back into the local community, in hiring practices and when sourcing products and services for our Holywell office. Additionally, for projects delivered on behalf of clients, "local" is defined as a maximum radius of 50 miles from the project location. This radius may be reduced based on factors such as client requirements or population density, but it will never exceed 50 miles.

### **Cyd Innovation are committed to:**

- Delivering quantifiable economic impact and social benefits to Wales.
- Providing employment opportunities for local people
- Invest in programs that enhance educational and employment opportunities for local young people.
- Promote Equality, Diversity and the Welsh Language in our activities.
- Taking new steps each year to improve the environmental management of our business and be transparent about our progress
- At least 50% of our annual supply chain spend will be directed to local suppliers.



Managing Director  
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