



Corporate Social Responsibility Statement

This is the Corporate Social Responsibility Policy Statement of Xn PLC



This policy applies to all Xn plc group companies including Xn Leisure Systems Limited and Xn Hotels Systems Limited.

The objectives of the Xn plc Corporate Social Responsibility (CSR) Policy are :

- to balance the requirements of all stakeholders in the business whilst minimizing any adverse impact of the business on the environment and communities in which it operates ;
- to consult with and seek feedback from all stakeholders on CSR issues and ideas for improvement ;
- to provide employees with a rewarding and challenging career with the opportunity for development and the guarantee of equality of opportunity;
- to provide all employees with a comfortable and safe working environment ;
- to encourage all employees to get involved with their local communities ;
- to always act ethically with all stakeholders and communicate in an open and transparent manner ;
- to encourage stakeholders outside the Xn business to comply with the principles and spirit of the Xn plc CSR Policy ;
- to regularly review the effect of our business activities on the environment and take positive actions to minimise any adverse impact ; and
- to review and revise this policy as necessary at regular intervals.

Mark Pearman
Chief Executive

August 2009



Employees

We have developed a number of core values that are the guiding principles for us in how we conduct our business and how we treat one another in our working relationships. The following behaviors are examples of how we can each live and deliver to these core values.

Teamwork because we know that our contribution is greater when we work together. One of the things that we will recognise and reward is the principle of 'under promising and over delivering' within the teams that we operate, be it internally or externally with our clients.

Excellence because we require continuous improvement in the quality of all that we do. We will reward those who continually seek to improve the quality of their work

Development because the only way for us to reach our business objectives is to ensure that our staff realise their full potential. We expect everyone to take the initiative for their own professional development and to actively seek opportunities to assist in the development of colleagues.

Respect because we are now a global company and we must value and respect the differences and wide cultural diversity within our organisation. Lack of personal and professional respect in dealing with each other cannot be tolerated.

Xn plc is an equal opportunities employer.

The Company believes that a significant part of its success is based upon maintaining and developing an environment where its employees are recognised as individuals and provided with opportunities to realise their full potential.

The Company is committed to ensuring within the framework of the law that Xn plc's workplaces are free from unlawful discrimination on the grounds of age, colour, fixed term status, flexible or part time working arrangements, gender, gender reassignment, marital or civil partnership status, nationality, physical or mental disability, pregnancy or maternity leave, race or ethnic or national origins, religion or belief or sexual orientation.

The Company aims to ensure that employees achieve their full potential and that all employment decisions are taken on based on merits without reference to irrelevant or discriminatory criteria.

Xn plc is committed to ensuring that all employees and applicants for employment are protected from unlawful discrimination in employment and are treated equally (except in circumstances where differing treatment is justifiable by being a proportionate means of achieving a legitimate business aim).



This policy also applies to any other person or organisation (including agencies, consultants or contractors) performing services on behalf of Xn plc.

Xn plc is committed to providing for its employees a comfortable working environment free from unlawful discrimination, harassment or bullying of any kind. The Company prohibits such behaviour by any of its employees. Such behaviour may contravene this policy even if it occurs away from the place of work.

All employees are entitled to a working environment which respects their personal dignity and which is free from such objectionable conduct.

All employees are entitled to a safe working environment which minimises the risk of accident or injury whilst they are at work. We have reviewed the potential health and safety risks within the business and our policies and procedures to ensure a safe work place are set out in the Xn plc Health & Safety Policy Statement which is published on the Xn plc Intranet.

Acting ethically is one of the underlying principles of our Company and its business. Our aim is to ensure consistent and fair treatment of each other and to uphold the professional standards that we expect.

Environment

As an SME involved in the ICT industry our impact on the environment is modest compared to companies in other sectors . Having said this we should not be complacent and must always strive to reduce any adverse environmental impact that our activities do create.

The areas in which we believe that we can have a positive impact on the environment are through :

- Reduced business travel through shared transport where possible, better journey planning and increased usage of conferencing facilities to reduce air travel
- Reduced energy consumption in all offices including wherever possible turning off all servers and pcs which are not in operation and automated PIR lighting systems
- Proper disposal of all obsolete computer equipment and used printer cartridges
- Paper recycling and increased distribution of electronic literature, reducing printed material



Community

Xn encourages all staff to actively engage in activities in support of and improvement of their local communities. Where finances permit Xn sponsors employees and other stakeholders in charitable events.

As an international business Xn is also conscious of its responsibility to the international community and is committed to identifying and supporting a charitable cause in one of the developing countries in which we operate.

Implementation

Overall and final responsibility for CSR is that of:

Mark Pearman, C.E.O, Xn plc

Responsibility for ensuring this policy is put into practice is delegated to the CSR committee comprising :

Mark Pearman – CEO , Xn plc
Darrell Boxall, Managing Director, Xn Leisure
Greg Spicer, Managing Director, Xn Hotels

- The CSR Committee will meet every six months and review the overall effectiveness of the CSR including any feedback or improvement ideas received from staff. The minutes of the CSR Committee meetings will be published on the Xn plc Intranet.
- Whilst the CSR Committee is responsible for the overall implementation of the CSR Policy it the responsibility of each line manager and each member of staff to take such actions as are necessary to comply with the CSR Pol.
- Where appropriate the CSR Committee will publish specific policies (eg Health & Safety) to ensure the successful implementation of the overall CSR Policy.



Information

Xn plc makes the following provisions:

- This policy statement is located on the Xn plc Intranet at the following location (Document Libraries / Policies)
- To encourage the adoption of corporate social responsibility policies by our customers and suppliers the Xn CSR Policy is published on the websites of our operation subsidiaries : Xn Leisure and Xn Hotels
- Xn staff are actively encouraged to raise any CSR issues or ideas for improvement with their line management who will pass on any such feedback to the CSR Committee for their consideration