

Aurora II Topco Limited

Section 172(1) statement for the year ended 30 April 2024

Compliance with Section 172 of the Companies Act

The directors of the Company must act in accordance with a set of general duties in order to promote the success of the Company for the benefit of its members as a whole. These duties are detailed in Section 172 of the Companies Act 2006 and the sections relevant to our business are summarised below along with the actions undertaken by the Board to meet these requirements.

Strategic Aims and likely consequences in the long term

The Board has set out in the strategic report its view of the market context and strategic developments. Our strategy recognises the need to consider the interests of our staff and external stakeholders and to keep pace with market developments and technological changes, which enables Achilles to pursue opportunities and mitigate risks. Strategic priorities are widely communicated to all employees and comprise the basis for individual objective setting.

The Board also gives consideration to the risks facing the business and regularly reviews these taking the appropriate steps to safeguard the interests of staff, customers and external stakeholders.

Employee interests and involvement

Achilles places considerable value on the involvement of its employees and has continued its practice of keeping them informed on matters affecting them and the performance of the Group. During the year the Achilles Value Creation Plan was created so all employees can share in the long term growth in the equity value of the Group. We regard employee communication as a vital business function. Communication and consultation are carried out through the following activities:

- Employee representatives are consulted regularly on a range of matters affecting their interests.
- Meetings with all members of staff are held regularly.
- Regular company updates are provided either verbally or through electronic communications.
- Periodic presentations are disseminated across the Group, which enhance our employees' understanding of the financial and economic factors affecting its performance.

Business relationships with customers, suppliers and other stakeholders

Our customers are critical to the long-term success of our business. In our communities we enjoy the continued support of our buyers and suppliers, many of whom have been with Achilles for years. This support is however not taken for granted and is a consequence of the ongoing investment we make in the platform, validating supplier data, providing supplier audits and regular consultation with our customers to ensure we continue to meet their sustainability requirements. We also hold frequent community-specific events where buyers and suppliers can engage with us and each other.

We also invest in the training of our staff to support personal development and improve the quality of interactions with customers, suppliers and colleagues.

Transactions with our customers and suppliers are ultimately controlled through our Schedule of Authorities policy as set out and approved by the Board.

The impact of the company's operations on the community and environment

Achilles is committed to making all reasonable efforts to minimise the impact placed on the environment as a result of business activities. We have participated since 2008 in the same Carbon Reduction programme we offer our customers, which involves ongoing measurement and reduction of our Scope 1,2 and 3 emissions.

We support our local communities across all our office locations and allow employees dedicated time to support local causes or charitable events.

The desirability of the company maintaining a reputation for high standards of business conduct

Our business is predicated on enabling our customers to meet their sustainability goals, and we pride ourselves on being a responsible business committed to acting with integrity for our customers, our people, and the suppliers and buyers we serve across the world.

We take a zero-tolerance approach to bribery and corruption and maintain policies and controls to counter the threat of these across all our locations. Similarly, we have in place policies and procedures to mitigate the threat posed by Modern Slavery, as well as supporting our customers in reducing the risk of this occurring in their supply chains.

We are proud to be an equal opportunities employer and applications for employment by disabled persons are always fully considered. In the event of members of staff becoming disabled every effort is made to ensure that their employment continues. It is our policy that the training, career development and promotion of disabled persons should, as far as possible, be identical to that of other employees.