



Corporate Social Responsibility Statement

At Summit Group Solutions, LLC we recognize that our influence extends beyond delivering exceptional services to our clients. We are committed to conducting our business in a socially responsible manner, embracing sustainable practices, and contributing positively to the communities where we live and work. Our Corporate Social Responsibility (CSR) initiatives are integral to our business strategy, guided by our core values of dignity, integrity, diligence, achievement, and impact; and by our vision of executing on what we have to give.

Our Commitments:

1. **Ethical Business Practices:** We uphold the highest standards of integrity in all our operations, ensuring transparency and fairness in our dealings with stakeholders, suppliers, and employees.
2. **Environmental Sustainability:** We are dedicated to minimizing our environmental impact through sustainable practices, including reducing waste, conserving resources, and adopting eco-friendly technologies & practices.
3. **Community Engagement:** We actively support the communities where we operate by promoting education, health, and social welfare initiatives. Through partnerships and volunteerism, we aim to make a meaningful difference in people's lives.
4. **Employee Well-being:** Our employees are the most valuable part of who we are as a company. The Company is committed to maintaining a diverse and inclusive work environment that promotes fairness and acceptance. The Company values each employee's unique contribution to the workplace. We believe in treating all employees with respect.
5. **Celebrating Differences:** Our employees have unique experiences and backgrounds. We celebrate their differences with respect to characteristics that include, but are not limited to, race, color, religion or creed, age, sex, gender, sexual preference or identity, physical or mental disability, genetic history, national origin or ancestry, ethnicity, citizenship status, military or veteran status, economic background, family status, and political beliefs.
6. **Compliance and Governance:** We adhere to all applicable laws, regulations, and ethical standards. Our governance structure ensures accountability, transparency, and responsible decision-making across all levels of the organization.

Measuring Impact:

We regularly assess and report on our CSR activities internally and with our advisors, seeking continuous improvement and accountability. By reviewing our impact, we strive to enhance the



effectiveness of our initiatives and demonstrate our commitment to sustainable business practices.

Looking Ahead:

As we continue to grow, we remain dedicated to our values and vision, which by their very nature integrates CSR into our corporate culture and operations. Our commitment to celebrating our diverse community of people at work is reflected in our values, especially the bookends, Dignity and Impact.

- **DIGNITY:** We value the worth of every person and their unique talents. We are committed to honoring each other with kindness and respect.
- **IMPACT:** We value positive relationships in business and in the community. We are committed to using our individual gifts and talents to serve others generously.

By aligning our business goals with social and environmental influence, we create a positive impact that extends beyond our company's walls.

Get Involved:

For more information on our CSR initiatives and achievements, please contact us: info@summitgroupsolutions.com