

Corporate Social Responsibility Policy:

HHW

Established: June 2026

I. Vision Statement

At HHW, we believe that periods of transformation are opportunities for progress. Our mission is to deliver lasting value to our clients while fostering a positive impact on society. We are committed to building a sustainable, resilient future for our employees and their families, ensuring that the continuity of our work serves as a foundation for their growth and well-being.

II. Guiding Principles

1. Deep Thinking

We are committed to understanding the nuances of each context. We do not make assumptions; we seek facts. We reject the "standard solution" trap, opting instead for tailored approaches that provide genuine value.

2. Trust and Respect

We build long-term relationships with both clients and colleagues by operating from a position of service. We ask, *"How can we make the other successful?"* instead of focusing on personal gain. We foster growth through inquiry and collaboration rather than judgment.

3. Simplicity

We believe that real impact is achieved through focus, not complication. By stripping away unnecessary complexity and identifying the truly important issues, we deliver cleaner, more sustainable, and more impactful results.

4. Social Impact

We acknowledge that there is more to life than work and money. We recognize that people and social contexts are foundational to our success and are committed to the well-being of the broader communities in which we operate.

III. Commitment to Social Impact

Our commitment to social impact is rooted in our principle that people and social contexts are foundational to a thriving society. We apply this through two primary vehicles:

- **The HHW Social Fund:** We have established a dedicated financial fund to provide material support to partners addressing complex societal challenges, education, or social cohesion. We commit to full transparency regarding how these funds are deployed.
- **Dedicated Time for Social Impact:** HHW allocates protected, dedicated working time for every colleague to contribute to a pre-defined set of social projects. We treat these projects with the same level of professional rigor as client engagements, ensuring our expertise drives meaningful outcomes.

IV. Operational Philosophy: Profit as an Instrument

At HHW, we hold a clear view on the role of profit: **Profit is not an objective in itself; it is the instrument we use to ensure the continuity of our existence.**

- **The Instrument of Stability:** We pursue financial health to protect the long-term continuity of our firm, the careers of our people, and the well-being of their families. By prioritizing stability over short-term revenue spikes, we ensure that HHW remains a steadfast partner to our clients and a secure home for our team.
- **Decoupling Growth from Exploitation:** We focus on sustainable, "right-sized" growth that respects our capacity, our principles, and our human commitments.
- **Investment in Our Future:** Surplus generated through our work is reinvested into the things that sustain our continuity: the professional development of our people, the robustness of our Social Fund, and the refinement of our methodologies.