STAKEHOLDER COMMITMENT STATEMENT

At Rat Race, we believe that the success of our business is connected to the people, places and communities that make our adventures possible. We are committed to considering the impact of our decisions on all of our stakeholders, not just our financial performance. We believe that long term success comes from creating positive outcomes for participants, employees, suppliers, communities and the environment. This commitment reflects our belief that business can and should be a force for good.

RESPECTING HUMAN RIGHTS

At Rat Race, we are committed to respecting internationally recognised human rights across our operations and business relationships, and to treating the people affected by our activities with dignity, fairness and respect.

Our commitment is informed by internationally recognised standards, including the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

This commitment applies to our relationships with employees, participants, suppliers and contractors, event partners and the communities in which we operate. We do not tolerate discrimination, harassment, forced labour, child labour, modern slavery or other forms of exploitation, and we expect those we work with to operate responsibly and respect internationally recognised human rights.

Where potential or actual negative human rights impacts are identified in connection with our activities or business relationships, we will seek to understand them and take appropriate action within our control or influence.

OUR STAKEHOLDERS

We recognise that our activities affect a wide range of stakeholders and that each has an important role in the success and sustainability of our business.

PARTICIPANTS

Our participants are at the heart of everything we do. We are committed to creating safe, inspiring, inclusive, and memorable experiences that encourage people to challenge themselves, explore new locations and discover what they are capable of. We seek to listen to participant feedback and continually improve the experiences we provide.

EMPLOYEES

Our team plays a vital role in delivering exceptional adventures and experiences. We are committed to creating a positive working environment where employees feel respected, supported and empowered to contribute to the success of the business. We encourage professional development, wellbeing, collaboration and open communication across our organisation..

SUPPLIERS & PARTNERS

We value the relationships we have with suppliers, contractors, venues, landowners and in land partners. We aim to work with organisations that share our commitment to responsible business practices and seek to build long term relationships based on trust, integrity, and mutual respect. Where practical, we consider environmental, social, and ethical factors when making purchasing and procurement decisions.

COMMUNITIES

Our events and expeditions take place within communities across the UK and around the world. We aim to create positive relationships with local communities and contribute positively through responsible event delivery, local engagement, charitable partnerships, and economic activity generated through our events and experiences. We recognise the importance of being a considerate and responsible operator in every location where we work..

THE ENVIRONMENT

The environments in which we operate are fundamental to the experiences we create. We are committed to understanding and reducing our environmental impact, protecting the places we visit, and continually improving our environmental performance through the principles outlined in our Environmental Policy. We believe adventure and environmental responsibility should go hand in hand.

THE FUTURE OF RATRACE

We are committed to building a successful, resilient, and responsible business for the long term. We believe that considering the interests of our participants, employees, suppliers, communities and the environment helps us make better decisions and supports the long term success of Rat Race. Our goal is to continue creating extraordinary adventures for everyday people while leaving a positive legacy through the way we operate.

DECISION MAKING

When making significant business decisions, we seek to consider the potential impacts on our stakeholders alongside financial performance and operational requirements. While it is not always possible to satisfy every stakeholder interest equally, we are committed to making balanced, informed decisions that align with our values, purpose, and responsibilities as a Certified B Corporation.

PUBLIC POLICY & POLITICAL ENGAGEMENT

We do not engage in lobbying activities, either directly or indirectly through third parties or intermediary organisations. We do not seek to influence public policy, legislation or government decision-making processes at local, national or international level. We do not make financial or in-kind political contributions.

ACCOUNTABILITY & REVIEW

Responsibility for this commitment sits with the Rat Race leadership team. The leadership team is responsible for considering stakeholder interests in strategic planning, operational decision making and business development activities. This statement will be reviewed regularly as part of our wider impact, sustainability, governance, and business objectives to ensure it remains relevant, effective, and aligned with our values.