



Environmental & Social Policy (ESP) Statement (ESP V1.0 / 06/2023)

As a Company, we recognise the importance of all employees contributing to the minimisation of current and future environmental impact, the promotion of responsible business practices, encouragement of diversity and inclusion, and the protection of human rights. These considerations include:

- **Environmental:** consideration of the entire value chain, considering and monitoring the future impact of today's business decisions on emissions (greenhouse gases and local emissions), hazardous waste, materials and land use.
- **Social:** sustainable labour practices (competitive pay, labour and management dispute resolutions), provision and maintenance of high quality working conditions and standards, support of the wider community and equal opportunities (gender, race, age, disability, ethnicity and religion).
- **Governance:** Main Board of Directors independence and authority, Senior Management track record, robust risk management practices and data protection, and a commitment to good corporate governance.

The Company Directors and staff form an ESP 'committee' to manage and oversee all functions of this policy and future strategy which brings together all employees of the company business functions. A Director drives the process and chairs the Committee, drawing upon the support of other Directors and employees where necessary.

The ESP committee considers some of the core principles noted below which are aggregated into a cohesive and comprehensive policy in order to promote how the company can create an understanding of common ESP expectations of the key stakeholder(s).

Environmental

The Company recognises the impact that its business activities can have on the environment and therefore places significant importance on undertaking measures to mitigate carbon emissions, reduce waste and minimise environmental impact.

This will include implementing a number of Green initiatives including waste reduction, remote working, transition to a paperless office, sustainable sourcing practices and limiting travel to different work sites.

Social

Within the Company we have created a positive and open culture underpinned by our core values, which are:

- **Be Respectful**
We treat customers and suppliers fairly and with respect, as well as ensure that there is a fair and appropriate outcome for each customer/supplier interaction which is reflective of their circumstances. We appreciate that our colleagues bring individual perspectives, ideas, knowledge and welcome the positive impact this has on the Company.

Deliver Quality

We work hard and set demanding standards for ourselves and our employees and demonstrate a commitment to our customers, suppliers and other stakeholder(s).

- **Listen and be heard**
We communicate openly and challenge constructively, encouraging an open door policy and an inclusive approach.

- **Be Accountable**

We take pride in what we do, consistently delivering the best outcome for customers, suppliers, colleagues and the Company. We take ownership and responsibility for our personal objectives and development, aiming for continuous improvement at all times.

- **Celebrate Success**

We take responsibility for recognising and sharing our individual and team accomplishments and understand the importance of communicating the Company's achievements through all responsible media outlets.

- **Make an Impact**

We aim to make a positive difference within and beyond our workplace through our day-to-day activity and by contributing to our community.

The whole company team strives to create an open and friendly working environment. Colleague engagement and enablement is promoted, and the business tolerates mistakes to continuously improve from lessons learnt.

The Company is committed to providing equal opportunities in employment and ensures that it will not discriminate against job applicants or colleagues on the grounds of their sex, marital status, sexual orientation, disability, age, race (including colour, nationality or ethnicity), religion or belief, and gender reassignment. It is the Company's policy to make every effort to provide a working environment free from harassment, intimidation, and discrimination.

The Company provides support for colleagues at all levels to help in relation to mental health and wellbeing challenges.

Governance

The Company recognises the importance of robust corporate governance which increases transparency and accountability for decision making. The responsibilities of the Directors include setting the Company's strategic aims, providing the leadership to put them into effect, supervising the management of business and reporting to shareholder(s) on their stewardship, as well as monitoring and upholding the culture, values, standards, ethics, brand and reputation of the Company.

The Company has strong compliance and governance policies in place including Business Continuity and Cyber Security, Modern Slavery, Remuneration, Learning and Development, Equal Opportunities and Dignity at work, Flexible Working and Grievances & Stress Management.

The Company are committed to advancing ESP considerations and will publish further information when available.

Board approval

This statement has been approved by the organisation's Team of Directors and it will be reviewed and updated annually on behalf of the Board.

Director's signature:



Director's name: Bryan Ribbens

Date: 21st June 2023