

1 Introduction

We are committed to operating responsibly and sustainably. This Environment, Social and Governance (ESG) Policy is an integral part to our ISO 9001:2015 compliant Business Management System.

Our ESG summarises and outlines our approach to managing environmental impact, supporting our people and communities, and maintaining strong governance and ethical standards. This policy applies to all employees, contractors, and business partners.

2 Environmental Responsibility

We aim to reduce our environmental impact and use resources responsibly by implementing our CH-PO-19 Carbon Reduction Policy and:

- complying with all applicable environmental laws and regulations;
- using energy, water, and materials efficiently wherever possible;
- reducing waste and encouraging recycling and responsible disposal;
- minimising unnecessary travel and encouraging digital alternatives;
- considering environmental impact when selecting suppliers and services; and
- actively working to offset and support the recovery and sustainability of our local ecology

We recognise that as a small company our impact may be limited, but we are committed to continuous improvement.

3 Social Responsibility

We acknowledge that, as a socially responsible business, we must consider our society and the society(ies) in which we operate.

3.1 Our Internal Society

Our business relies on our people. We value our people and aim to create a safe, inclusive, and respectful workplace by:

- providing a safe, healthy working environment;
- treating all employees fairly, with respect and without discrimination;
- complying with employment, health and safety, and labour legislation;
- supporting employee development;
- encouraging a culture of open communication;
- respecting human rights and not tolerating forced or child labour; and
- acting responsibly within the communities in which we operate

3.2 Our External Society

Our reputation is built upon our fair, respectful, and engaged social strategy. Our Internal Society is just as important as our external social activity. We aim to support those societies where we work by:

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- Taking our corporate social responsibility seriously;
- Contributing to the success of local ecological projects;
- Supporting selected charities established to support our local people; and
- Implementing our policies and procedures to limit our environment impact on those places where we work.

4 Governance and Ethical Conduct

Strong governance underpins our business decisions. We are committed to:

- acting with honesty, integrity, and transparency;
- complying with all relevant legislation, regulations, industry standards and best practice;
- avoiding conflicts of interest and managing them appropriately when they arise;
- protecting company and customer information and respecting data privacy;
- maintaining accurate financial and business records; and
- encouraging employees to raise concerns without fear of retaliation

5 Responsibilities and Oversight

The senior management team is responsible for implementing and reviewing this Environmental, Social, and Governance policy. We are all are expected to support these principles in our daily work and decision-making.

6 Review and Continuous Improvement

This policy will be reviewed periodically to ensure it remains relevant and effective as the company grows and as regulations and best practices evolve.

Signed:

Name: Dylan Spink
Date: 26/01/2026
Position: Director

Signed:

Name: Jack Howell
Date: 26/01/26
Position: Director

Linked Documents:

CH-PO-03 Anti-Slavery & Human Trafficking Policy
CH-PO-07 Corporate Social Responsibility
CH-PO-08 Data Retention Policy
CH-PO-10 Environmental Policy

CH-PO-13 Health & Safety Policy
CH-PO-17 Whistleblowing Policy
CH-PO-18 Bullying & Harassment Policy

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