



GREEN ELEMENT GROUP
SUSTAINABILITY INSPIRES US

Green Element Group Limited

Environmental, Social, and Governance Policy

May 2023

About this policy

1.1 This policy consolidates our commitment to Environmental, Social, and Governance (ESG) issues across our operations, policies, and processes.

1.2 It covers reporting, disclosures, business practices, investments, stakeholder engagement, and more.

1.3 It does not limit or reduce our existing committees.

Purpose of this policy

2.1 The purpose is to provide information and promote understanding of ESG.

2.2 It has been agreed upon and implemented with input from relevant parties.

2.3 It is not a contractual document and may be amended.

Responsibility for this policy

3.1 Overall responsibility lies with our Senior Leadership Team.

3.2 Line managers are responsible for day-to-day implementation and should be contacted with questions.

3.3 The policy is reviewed annually by relevant departments or bodies.

Our ESG commitment

4.1 We are dedicated to building sustainable, equitable, and diverse communities through innovative business practices and exemplary ESG performance.

4.2 Our ESG Policy reflects our commitment to sustainability as a core company value.

Statement on climate change and the environment

5.1 We are committed to reducing energy and carbon impacts to address climate change and have set a science-based net-zero target for 2040.

5.2 We encourage sustainable practices across our business as well as for our clients.

5.3 We comply with environmental legislation and minimise our environmental impact.

5.4 We support climate-related disclosure recommendations and engage stakeholders for enhanced disclosure.

Statement on social responsibility

6.1 Our focus is on investing in employees, partnering with stakeholders, and supporting initiatives that benefit the environment, sustainability, and education.

6.2 We provide an inclusive and diverse work environment, prioritise work-life balance (9-day fortnight), and support professional development.

6.3 We promote safety, health, and wellness for suppliers, customers, and employees.

6.4 We uphold human rights and welfare within our business and supply chain and take care to encourage our clients to deploy best practice human rights policies and actions.

Statement on ethical governance

7.1 We prioritise oversight, transparency, risk management, and advisory board stewardship for strong governance.

7.2 We mitigate risk and build resilience through smart design and risk management practices.

7.3 We maintain high ethical standards through a Code of Ethics and Business Conduct and leadership commitment.

7.4 We establish clear governance for ESG, set goals, and ensure accountability through ESG workstreams across the business.

Our business and ESG

8.1 ESG is integral to our business and reflects our values in action.

8.2 We embrace ESG factors, from environmental sustainability to social issues and governance, to demonstrate our positive impact.

8.3 We maintain ISO 14001 Environmental Management certification to manage our environmental performance and commit to the continual improvement of this system.

8.4 Yearly targets and objectives will be set to continually improve our environmental impacts based upon the environmental aspects and impacts most relevant to our operations, over which we have appropriate control and influence.

Duty to the wider world

9.1 We have a responsibility to our people, partners and clients, and the world, and ESG allows us to align these impacts.

9.2 We value openness, sustainability, and respect in our business practices.

9.3 Our commitment to social and environmental performance reflects a well-informed management attitude and values-led culture.

9.4 We commit to fulfilling all our legal and voluntary compliance obligations.

ESG and our reputation

10.1 ESG is essential for our business reputation and long-term success.

10.2 We want stakeholders to be proud of our positive contributions to the world.

10.3 Environmental sustainability, social inclusion, and good governance are key to our reputation.

Responsibility to our clients and partners

11.1 Client satisfaction and partnership are central to our business.

11.2 We aim to meet customer needs and be a company they are proud to work with and recommend.

11.3 ESG priorities are driven by the Sustainable Development Goals, carbon reporting and reduction frameworks, climate risk and B Corp standards for human rights, modern slavery, working conditions etc. as well as client expectations and their desire for positive impacts.

Our colleagues: Your role in ESG

12.1 As a member of our business, you play a vital role in achieving our ESG objectives.

12.2 We ask you to understand our ESG Policy, support its implementation, provide input into its continual improvement, and contribute to our ESG initiatives.

12.3 Report any concerns or potential violations related to our ESG practices through the appropriate channels as set out in our employee handbook.

ESG reporting and disclosure

13.1 We provide regular reporting on our ESG performance to internal and external stakeholders. We produce an annual ESG Impact Report which is published on our website and is part of our B Corp responsibilities.

13.2 We engage with industry reporting frameworks and standards, and we contribute to these, e.g. GHG Protocol, Science Based Targets initiative.

13.3 We aim for transparency, accuracy, and accountability in our ESG reporting. Where errors or mistakes are discovered, we address these transparently.

Stakeholder engagement

14.1 We value engagement with stakeholders to understand their expectations, concerns, and interests.

14.2 We encourage constructive dialogue, collaboration, and partnerships to address ESG issues effectively.

14.3 This policy is to be made available on request to all stakeholders.

ESG committee / personnel

15.1 Our ESG committee includes every colleague in the organisation, since environmental, social and governance are embedded into the company's operations, services, and own governance. Senior Leadership Team oversees the implementation of our ESG policy and ensures alignment with our ESG goals.

15.3 Our ESG contributors and leaders set goals and report on our ESG performance to the advisory board.

15.4 Employees can share ideas or concerns related to ESG matters with the Senior Leadership Team or their line manager.

Monitoring and enforcement

16.1 We monitor and measure our ESG performance through regular data collection, analysis, and reporting.

16.2 The ESG committee oversees the monitoring process and identifies areas for improvement.

16.3 External assessments may be conducted to enhance our ESG practices.

16.4 Violations of the policy may result in disciplinary action, as outlined in our Code of Ethics and Business Conduct.

16.5 Employees are encouraged to report potential violations or concerns regarding our ESG practices through appropriate channels.

This Policy has been approved and authorised by:

Name: Will Richardson

Position: Director

Date: 23 May 2023

Due for Review by: May 2024

Signature:

