

## **Environmental, Social & Governance (ESG) Policy**

This policy informs our ESG efforts moving forward and includes, but is not limited to reporting, disclosures, business practices, policies, procedures, investments, board activities, stakeholder engagement, and investor relations.

The purpose of this policy is to provide information about ESG factors and has been agreed by the Directors.

The Commercial Director has overall responsibility for the effective operation of this policy. They have delegated responsibility for overseeing its implementation to the Quality Manager.

This policy is reviewed annually by the Directors and changes may be made at any time as government guidance develops.

### **Our ESG commitment**

We strive to build sustainable, equitable, healthy, and diverse communities through a combination of innovative business practices and exemplary ESG performance. This commitment informs every aspect of our business, including how we operate our company, collaborate with stakeholders and report progress.

It sets out our approach to sustainability matters. At the heart of the Policy is a corporate culture that has sustainability at the core of all our business operations and values.

### **Our statement on climate change and the environment**

We endeavor to drive down our energy and carbon impacts, as we believe that climate change is one of the greatest risks to our world. Our sustainability program is committed to environmentally sustainable initiatives that deliver near-term efficiency, value, and health for our business, our people, and the wider community.

We encourage our customers to reduce their impact on the environment by recommending the use of more sustainable materials. We actively promote a paper-free office and regularly support our clients to avoid printing and we will make all endeavors' to be a digital-first business.

We comply with current environmental legislation and work to minimise the impact of our activities on the environment as part of our accreditation through ISO 14001:2015.

### **Our responsibility to our customers**

We have an obligation to our customers to offer them the best service. Customers are at the heart of our business, and without these partnerships our business wouldn't exist. Part of that commitment to customers is about responding to their needs, hearing their concerns and committing ourselves to customer satisfaction.

ESG priorities are drawn not only from investor concerns but customer needs. Customers are asking how we are improving the world around us. How are we protecting our shared natural heritage, investing in our communities and being good corporate citizens? It is imperative on us as a business that all of our interactions with customers are reflective of who they expect us to be. A company they are proud to work with and recommend.

## Our employee's role in ESG

All employees must familiarise themselves with the concept of ESG, and should know the following:

- Our strategic ESG goals
- How we plan to achieve them and over what time
- Your individual and team contribution to those goals
- Where to report potential concerns or actions which go against our policy

These are highlighted during the induction process.

### [New Employee Induction & Exit Checklist – SFR 009](#)

Our objectives are:

- Environmental - We all have a role to play in reducing carbon emissions and getting to net zero. While as a business we are setting organisation-level targets, consider the choices you make and the environmental impact
- Social - Building a diverse and inclusive workforce where everyone feels valued is everyone's responsibility. Understanding your role in bringing people together is critical to our success as a business. From hiring the best talent to encouraging all staff to thrive, we want a workplace where people proactively work to be the best
- Governance - Good governance goes beyond having the right policies and procedures in place. It's about embedding compliance in your day-to-day work. From completing training on time to actively understanding how regulations affect your work, good governance starts from the individual acting ethically

## Ethical procurement

We procure ethically by undertaking risk assessment of the value chain in order to identify key vulnerabilities based on supplier and customer needs.

Investigations: Investigate ESG incidents that take place in the value chain, have remediation plans ready and manage financial and reputational damage.

Incident response management: Build robust internal governance frameworks to respond to ESG issues in the value chain.

## Our ESG committee

Niton is a small family business and the ESG committee forms part of our Directors board, with the purpose of gathering and reviewing data from broad parts of the business, then filter and summarise it.

We believe that investing in ESG is crucial for us as it's not just the right thing to do, but it's also key to businesses' future success and the wider prosperity of the UK.

Name: Paul Bowkett

Position: Commercial Director

Signature: Paul Bowkett

Date: 11/03/2024

