

# Environmental, Social & Governance Policy

## Introduction

At Celerity, we recognise the significance of Environmental, Social, and Governance (ESG) factors in creating a sustainable and responsible business environment. This policy outlines our approach to ESG in accordance with UK regulations and societal expectations.

## Environmental Policy

### Responsibility

Like the rest of the world, Celerity are increasingly concerned about sustainability and our environmental footprint. We accept that we have responsibility to the principles of sustainability and environmental awareness and we recognise the social and economic importance of protecting the environment.

We aim to lead by example, by promoting a sensitive and considered attitude to the environment. By taking action to reduce our environmental footprint, we can help create a more sustainable future for all.

Our continued dedication to achieving and maintaining sustainable and environmentally conscious practices has meant we have achieved our ISO14001 accreditation.

### Sustainability

- We commit to reducing our environmental footprint through energy efficiency, sustainable resource management, and waste reduction.
- Our goal is to align with the UK government's Net Zero by 2050 target by reducing greenhouse gas emissions.
- We promote circular economy practices, encouraging recycling, reusing, and repurposing materials.

### Climate Action

- We will measure and report our carbon footprint to establish a baseline and set goals for reduction.
- We are dedicated to supporting renewable energy sources and exploring opportunities for carbon offsets.
- We commit to complying with UK environmental regulations, including the Climate Change Act and all other applicable regulations and standards.

### Environmental Stewardship

- We will protect biodiversity and contribute to preserving UK natural habitats by implementing responsible land use practices.
- We encourage suppliers and business partners to follow environmentally responsible practices.
- We will engage with stakeholders to understand their concerns about environmental issues and collaborate on solutions.

- We support community environmental projects to improve local green spaces and wildlife habitats.

## **Social Policy**

### **Diversity and Inclusion**

- We aim to create an inclusive workplace that promotes diversity and equality, in line with the UK Equality Act 2010.
- We will implement policies that ensure equal opportunities and prohibit discrimination based on race, gender, sexual orientation, religion, disability, or other protected characteristics.
- We encourage employee-led initiatives that promote diversity and inclusion in the workplace.

### **Employee Well-Being**

- We prioritize the health, safety, and well-being of our employees, complying with the UK Health and Safety at Work Act.
- We offer flexible work arrangements and promote work-life balance.
- We provide employee assistance programs (EAPs) and support for mental health and wellness.

### **Community Engagement**

- We will support UK-based charities and community projects that align with our corporate values.
- We encourage employees to participate in volunteering and charity events.
- We will engage with local communities to understand their needs and collaborate on initiatives that benefit society.

## **Governance Policy**

### **Corporate Governance**

- We will maintain a board of directors with diverse expertise and backgrounds, complying with the UK Corporate Governance Code.
- We ensure clear separation of roles and responsibilities between board members and management.
- We promote transparency and accountability in corporate decisions and shareholder communication.

### **Ethical Conduct**

- We will uphold high standards of ethical conduct, complying with the UK Bribery Act and other relevant legislation.
- We implement a code of ethics for all employees, management, and board members.
- We establish mechanisms for reporting and addressing ethical violations, including robust whistleblower protections.

### **Compliance and Risk Management**

- We will comply with all applicable UK laws and regulations, including environmental, social, and governance-related requirements.



- We will implement a risk management framework to identify and mitigate risks to our business and stakeholders.
- We will conduct regular audits and reviews to ensure compliance with our ESG policy.

**Monitoring and Reporting**

- We will report on our ESG performance through annual sustainability reports, aligning with UK disclosure requirements.
- We will establish key performance indicators (KPIs) to measure progress toward our ESG goals.
- We will engage with stakeholders to gather feedback and continually improve our ESG practices.

Signed

DocuSigned by:  
*Jane Evans*  
52EBFDAACB3F4AB...

Jane Evans  
Business Operations Director

<b>Owner</b> Jane Evans	<b>Author</b> Peter Burn
<b>Version/Last Review Date</b> 18/10/2024	<b>Version Number</b> 1.0
<b>Information Classification</b> Internal	