

Environmental, Social, and Governance (ESG) Policy



**Reviewed 15th January 2025
Version 1**

Introduction

EBC Group Limited understands the importance of combining Environmental, Social, and Governance (ESG) principles into our day to day operations and strategies. We are committed to creating positive impacts on our environment, our communities, and our stakeholders. By aligning our values with actionable goals, we aim to drive innovation, while also contributing to a more sustainable, inclusive, and ethical future.

Environmental Commitments

We are committed to minimising our environmental footprint and we aim to promote sustainability in every area of our operations. Key initiatives include:

1. **Energy Efficiency**
 - Improve our data centre operations to maximise energy efficiency, adopting advanced cooling technologies and server virtualisation to reduce overall energy consumption.
 - Use renewable energy sources for our office locations and encourage clients to adopt more energy-efficient IT solutions.
2. **E-Waste Management**
 - Partner with certified e-waste recycling companies to ensure responsible disposal and recycling of out-of-date and broken IT equipment, both internally and for our clients.
 - Support sustainable IT lifecycle practices by providing resources and guidance to clients.
3. **Carbon Emission Reduction**
 - Review and measure EBC Group Limited's carbon footprint and set actionable goals to reduce Scope 1, 2, and 3 emissions.
 - Offset emissions through participation in reforestation, renewable energy, and conservation projects.
4. **Sustainable Practices**
 - Reduce paper and plastic usage by using digital products and trying to use more reusable supplies.
 - Support remote work policies, car sharing and virtual collaboration to limit commuting-related emissions both internally and with customers and suppliers.
 - Maintain and continually improve the ISO 14001:2015 certification

Social Commitments

Our social initiatives focus on enhancing employee well-being, supporting the community, and fostering meaningful relationships with stakeholders.

1. **Employee Engagement and Development**
 - Maintain a diverse and inclusive workplace, ensuring all employees feel valued, respected, and empowered to contribute through our Equal Opportunities Policy.

- Provide regular training and development opportunities in areas such as IT skills, cybersecurity, leadership, and ESG practices.
- 2. **Community Support and Volunteerism**
 - Actively partner with Midlands Air Ambulance, a local nonprofit organisation, to provide financial contributions, technical expertise, and volunteer support.
 - Grant each employee one day a year to volunteer with a charity or community initiative of their choice, empowering employees to make a difference.
 - Organise annual company-wide volunteer events to help within the local community.
- 3. **Client and Supplier Relations**
 - Strengthen trust and transparency with clients by consistently delivering high-quality services that align with their ESG values.
 - Collaborate with more ethical suppliers and partners who demonstrate a commitment to sustainability, employment rights, and community development.
- 4. **Data Privacy and Cybersecurity**
 - Uphold the highest standards of data privacy and security to protect client information and prevent unauthorised access.
 - Regularly audit our systems and train employees to ensure compliance with global data protection regulations.
 - Maintain and develop EBC's ISO 27001:2022 certification

Governance Commitments

Strong governance practices are fundamental to our integrity and long-term success. We are committed to transparent, ethical, and accountable business operations.

1. **Ethical Business Practices**
 - EBC will comply with all applicable laws, regulations, and industry standards.
 - Enforce a strict zero-tolerance policy for corruption, bribery, discrimination, and other unethical behaviours through our Anti-Corruption and Bribery Policy and Anti-Money Laundering Policy
2. **ESG Oversight and Accountability**
 - Establish an internal ESG committee to oversee our sustainability and governance strategies, ensuring alignment with corporate objectives and stakeholder expectations.
3. **Stakeholder Engagement**
 - Give employees the opportunity through the committee to propose ideas to help EBC govern and grow it's ESG responsibilities
 - Host regular meetings and surveys to gather insights and strengthen our commitment to transparency both internally and externally.
4. **Risk Management**
 - Integrate ESG considerations into our enterprise risk management framework, proactively identifying and mitigating risks related to environmental impacts, regulatory changes, and social responsibility, through the ISO 9001:2015, ISO 14001:2015 and ISO 27001:2022

Conclusion

EBC Group Limited is committed to embed it's ESG principles across all aspects of our operations. By promoting sustainability, fostering community engagement, and upholding strong governance standards, we aim to create long-lasting value for our clients, employees, and stakeholders.

This policy will be reviewed annually to ensure alignment with evolving ESG standards, industry best practices, and stakeholder expectations.

Reviewed by

Mike Cook

Mike Cook

COO

Date 10-04-2025

CERTIFICATE *of* SIGNATURE

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