

Overview

This Environmental, Social, and Governance (ESG) policy outlines our commitment to sustainable and ethical practices at Asset Services Group Limited (ASGL). We aim to minimise our environmental impact, support our community, and ensure strong governance standards.

Environmental Responsibility

- **Sustainability:** We commit to reducing our carbon footprint through energy efficiency, waste reduction, and sustainable sourcing and procurement.
- **Resource Management:** We will monitor and reduce our use of resources such as water and energy, striving for continuous improvement.
- **Waste Management:** We will implement recycling facilities and seek to minimise waste generation in all operations.

Social Commitment

- **Community Engagement:** We will actively engage with local communities, supporting local initiatives and charities.
- **Employee Wellbeing:** We will foster a diverse and inclusive workplace, promoting employee wellbeing through training, development, and fair treatment.
- **Customer Relations:** We will maintain transparency in our business practices, ensuring quality and safety in all products and services.

Governance Standards

- **Ethical Conduct:** We are committed to conducting our business with integrity, complying with all legal and regulatory requirements.
- **Accountability:** We will establish clear roles and responsibilities for ESG practices, ensuring accountability at all levels of the organisation.
- **Reporting and Transparency:** We will regularly report on our ESG performance, maintaining transparency with stakeholders about our goals and progress.

Implementation and Review

- **Policy Communication:** This policy will be communicated to all employees and stakeholders, ensuring understanding and adherence.
- **Continuous Improvement:** We will review and update this policy annually, considering stakeholder feedback and evolving best practices in ESG.

Commitment to Stakeholders

We recognise that our success depends on the trust and support of our stakeholders, including employees, customers, suppliers, and the community. We will engage with them to understand their concerns and priorities regarding ESG matters. Our overarching Environmental, Social and Governance (ESG) plan is reported upon regularly at Operating Board. ESG responsibilities are assigned, at Operating Board level, to the Chief People Officer.

Conclusion

At ASGL, we believe that responsible business practices contribute to long-term success. We are dedicated to making a positive impact on the environment, society, and governance standards.