



Environmental, Social and Governance Policy

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Revision History

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1	2023/08/04	Debs Danbury	Document Creation
2	2025/05/29	Debs Danbury	Revision of Use - extended to External and Internal Use

Distribution

Name	Title
All Employees	All Employees
All Stakeholders	All Stakeholders

Approval

Name	Position	Email approval date
Matthew Long	CFO	2025/05/29

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Purpose of this policy

The purpose of this policy is to provide information about ESG (Environmental, Social and Governance factors) and to encourage the business to understand ESG better.

ESG is a term for a broad range of environmental, social and governance factors to assess corporate behaviour, evaluate the future financial performance of companies (particularly in the long term), to manage risk and to encapsulate the ethical corporate behaviour and social responsibility of an organisation.

ESG is about bringing these factors together under one banner to refer to the potential for an organisation to reduce or improve the impact its activities have on the world around us.

Scope

Zenitech is committed to ensuring we have sustainable business practices, and that everyone we work with respects and conforms to these standards.

This policy applies to all persons working for us, or on our behalf, at all levels – directors, employees, agency workers, contractors, interns, agents, third-party representatives, and business partners. It does not form part of any employees contract of employment and may be amended at any time.

Who is responsible for this policy?

The Board of Directors has overall responsibility for the effective operation of this policy and for ensuring it complies with our legal and ethical obligations. They have delegated responsibility for overseeing its implementation to Matt Long, Chief Financial Officer.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy.

This policy is reviewed annually by the ESG working committee. Changes may be made at any time as government guidance develops.

Communication, awareness and compliance with this policy

Employees (and all other workers) must ensure they read, understand and comply with this policy. Training on this policy, and the importance of environment issues, will be provided as necessary.

We encourage anyone to raise concerns about the handling of environmental issues in any parts of our business or supply chains at the earliest possible stage. Further suggestions for improving our approach to ESG are strongly encouraged.

Our ESG commitment

We strive to build sustainable, equitable, healthy, and diverse communities through a combination of innovative business practises and environmental, social and governance (ESG) performance. This commitment informs every aspect of our business, including how we design and deliver new projects, operate our company, collaborate with stakeholders and report progress.

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

Waste:

- We will ensure all office waste is recycled where possible
- We actively promote a paper-free office
- We will make all endeavours to be a digital-first business
- We will avoid purchasing single use plastics and will seek to buy recycled/recyclable products
- We will re-use equipment such as laptops, screens and other IT hardware as much as possible

Energy & Water

- We will seek to reduce the amount of energy and water used in our offices
- Energy consumption and efficiency will be considered when purchasing new equipment

Transport

- We will encourage methods of transport that minimise environmental impact, such as walking or cycling to work, use of public transport, use of electric vehicles and car sharing
- Whenever possible we will reduce business travel or offset related carbon emissions
- We will promote the use of alternative methods of communication which reduce the need to travel, such as video conferencing

Employee engagement

- We will actively involve our employees in our environmental policies
- We will ask for suggestions on how we can improve or reduce our environmental impact
- We will engage and educate our employees about environment issues and what they can do to help us comply with this policy

Social - We are committed to engage with our employees to provide a challenging, dynamic, inclusive and diverse working environment that supports their professional development, as well as promoting a good work-life balance that prioritises their overall health and wellness.

- We will support initiatives that benefit the environment, human welfare and education
- We will engage suppliers, customers and employees around safety, health, and wellness

- We will preserve and promote the protection of human rights and welfare within our own business activities, as well as those of our supply chain, in accordance with our Modern Slavery and Human Trafficking Policy.

Governance – We are committed to promoting strong oversight, transparency and risk management at all levels of our organisation.

- We will maintain strong corporate governance practises through board stewardship, management accountability, and proactive risk management.
- We are committed to high ethical standards through an executive leadership that promotes a culture of integrity.
- We will cultivate strong stakeholder relationships through transparent, open communications and responding to stakeholder input.
- We will establish clear and effective governance for ESG, set goals and establish accountability.

This is set through our ESG working committee and reported to our board.

Your role to play in ESG

As a Zenitecher, you have a responsibility to ensure our organisation thrives. When it comes to ESG, this means familiarising yourself with the concept of ESG, through this policy and other resources available to you on the Learning Management Platform.

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 their environmental impact.

For instance:

- When travelling, are there more environmentally friendly options to take?
- Can some meetings be done remotely instead of travelling?
- Do you need to print that document?
- Can you turn off laptops and monitors when they are not being used?

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 our people to thrive, we want a workplace where people proactively work to be the best.

You can help by:

- Challenging and reporting discriminatory or offensive behaviour
- Understanding diversity and inclusion policies
- Being an active ally for groups often underrepresented
- Leading by example in your work

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 each of us acting ethically.

Take governance to heart by:

- Be a compliance champion in your team
- Refer to policies and procedures instead of shortcuts
- Be aware of red flags for compliance failures and risks in your area of work
- Don't be afraid to call out poor behaviour or report failures

Monitoring and breaches of this policy

We will seek to proactively prevent and mitigate instances of non-compliance with this ESG policy. Any breaches or concerns, including ethical concerns or potential breaches in our commitment to high ethical standards should be reported as soon as possible through our Employee Concern (whistleblowing) process.

We may terminate our relationship with other parties or organisations working on our behalf if they breach this policy.

Progress on this policy is reported to the ESG working committee and the Board on a regular basis. Active participation and engagement at all levels of the business is of great importance to ensure ownership of ESG by everyone.