

Environmental, Social and Governance (ESG) Policy

1. Document Information

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Audience:	Group

2. Objective and Scope

This Environmental, Social and Governance Policy applies to Southern Communications Group (SCG) and its subsidiaries. It is the responsibility of all employees, contractors, and stakeholders acting on behalf of the group to understand and uphold this policy, under the authority of Senior Management.

This policy is communicated to all interested parties, displayed on company noticeboards and websites where appropriate, and available to the wider community upon request.

We recognise our responsibility to society and the environment extends beyond our operations. We have established this policy to be consistent with the purpose and context of our organisation and it provides a framework for setting and reviewing ESG objectives. We are committed to:

- Protecting the environment, including the prevention of pollution.
- Conducting our business in a responsible, ethical and sustainable manner.
- Conforming to all applicable legislative, regulatory and compliance obligations.
- Continually improving our Environmental Management System to enhance environmental performance.

This policy is supported by our HR, Sustainability, Waste Management Policies, and Net Zero Management Plans. We are expanding our certifications in BS EN ISO 14001 (Environmental Management), BS EN ISO 27001 (Information Security), and BS EN ISO 9001 (Quality Management) across the group.

3. Policy

Our ESG mission has three layers - People, Environment, and Reach - extending our values through our operations, supply chain, and community. We have seven key streams, each led by internal advocates and sponsored by a board member:

- Environmental, Social, and Governance (ESG) - we reduce our carbon footprint, improve environmental performance, and promote ESG awareness across our operations and supply chain. We support local communities through philanthropy and volunteering.
- Diversity and Equality - we promote inclusion, fairness in hiring and promotion, and celebrate diversity within and beyond our workplace.
- Better Able to Work - we support employees with disabilities by fostering accessibility and inclusion.
- Employee Engagement - we encourage collaboration and recognition through engagement programs and volunteering opportunities.
- Influencing Our Supply Chain - we uphold ethical, sustainable supplier practices and conscious purchasing, guided by our Supplier Code of Conduct.
- Mental Health and Well-being - through our Mental Health Community and trained mental health first aiders, we support employee well-being. We offer an Employee Assistance Program and follow the Mind Mental Health at Work Commitment.
- Mentoring and Career Skills - we invest in talent development through mentoring and career growth initiatives.

ESG Objectives

We aim to:

- Identify, manage, and reduce environmental impacts and monitor our efforts
- Support local communities through philanthropy and volunteering
- Promote ESG awareness and sustainable practices
- Foster diversity, equality, and inclusion
- Ensure transparency and ethical business conduct
- Maintain strong governance and risk management
- Uphold high standards in Environmental Management, Information Security, and Quality

Implementation

To achieve these objectives, we will:

- Measure and reduce our carbon footprint, work towards Net Zero, and increase use of sustainable resources
- Minimise and responsibly dispose of waste
- Promote employee engagement and support education and community initiatives
- Ensure inclusive hiring and support for employees with disabilities
- Manage suppliers to uphold ethical and sustainable standards
- Conduct regular internal audits and maintain robust governance
- Report ESG progress and engage stakeholders for continuous improvement
- Maintain and expand our ISO 14001, ISO 27001, and ISO 9001 certifications

Our ESG program is central to our mission: empowering our team and delivering innovative, responsible business communications. We strive to operate ethically and sustainably, exceeding customer expectations while caring for our employees, supply chain, and communities. Guided by our values - People, Passion, Integrity, and Empowerment - we are committed to making a positive impact and inspiring others to do the same.

