



 **Compliance Group**
HR Policy
ESG Policy

Electrical

Fire

Water

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Compliance Group Limited is registered in England and Wales with company number 12351374 and registered address at 85 Great Portland Street, London, England, W1W 7LT

Approval

The signatures below verify that this policy has been reviewed and accepted and demonstrates that the signatories are aware of all the requirements contained herein and are committed to ensuring their provision.

	Name	Position	Date
Prepared by	Phillipa Clark	Group HRBP	08/07/2024
Authorized By	Cally Hickman	Group HR Director	08/07/2024

Amendment Record

This policy is reviewed to ensure its continuing relevance to the systems and process that it describes.

Revision	Document Reference	Changes made	Date
0	Whole document	New Policy	08/07/2024

The electronic version of this policy is the latest revision. It is the responsibility of the individual to ensure that any paper material is the current revision. Printed version(s) of this document is uncontrolled.

1. Introduction/Overview

Compliance Group Ltd and our subsidiaries are committed to integrating Environmental, Social, and Governance (ESG) principles into our business operations. This policy outlines our approach to sustainability, ethical governance, and corporate responsibility to ensure long-term value creation for our stakeholders.

2. Environmental Responsibility

We recognise our responsibility to minimise our environmental impact and actively pursue sustainability initiatives. Our commitments include;

- Reducing carbon emissions through energy efficiency and renewable energy sources.
- Minimising waste and promoting recycling and sustainable resource use.
- Implementing responsible water and natural resource management practices.
- Encouraging eco-friendly product development and supply chain practices.

3. Social Responsibility

We are dedicated to fostering a diverse, inclusive, and equitable workplace while positively impacting the communities in which we operate. Our commitments include,

- Promoting diversity, equity, and inclusion (DEI) across all levels of the organisation.
- Ensuring fair labour practices, colleague well-being, and a safe work environment.
- Supporting community engagement and corporate social responsibility (CSR) initiatives.
- Upholding human rights principles throughout our supply chain.

4. Governance and Ethical Business Practices

We adhere to the highest standards of ethical governance and corporate responsibility. Our commitments include:

- Maintaining transparency and accountability in corporate decision-making.
- Upholding anti-corruption and anti-bribery policies.
- Ensuring regulatory compliance and best practices in corporate governance.
- Protecting stakeholder interests through responsible risk management and reporting.

5. Implementation and Monitoring

We will establish key performance indicators (KPIs) and regularly review our ESG initiatives to measure progress. We will engage with stakeholders, including colleagues, investors, and regulators, to ensure continuous improvement.

6. Reporting and Transparency

CGL are committed to regularly disclosing our ESG performance through sustainability reports and stakeholder communications. We will align our reporting with recognised frameworks such as the Global Reporting Initiative (GRI) or the Task Force on Climate-related Financial Disclosures (TCFD).



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