

# Environmental, Social, and Governance (ESG) Policy

**At OCS Group, we are committed to doing business the right way, with the highest standards of environmental, social, and governance responsibility. Our company's success is deeply intertwined with our ability to manage the impact of our operations on our colleagues, customers, and communities.**

**This ESG Policy outlines our commitment and approach to minimising our impact on the environment, supporting the well-being of our colleagues and communities, maintaining strong corporate governance, and our dedication to continuous improvement.**

## **Scope of the policy**

This policy extends to all OCS employees and global locations, along with relevant business partners and suppliers. It serves as the overarching framework above any specific environmental, social, governance, and local ESG policies.

## **Responsibilities**

Our Group Executive Committee is responsible for providing strategic direction and commitment to the ESG policy, establishing the guiding principles, and allocating essential resources.

Our Group Head of ESG is responsible for overseeing the development, implementation, and management of the ESG policy. Ensuring the goals align with our company's mission, values, and business strategy.

Our local leadership and management teams are responsible for ensuring their local policies are aligned and that colleagues receive appropriate training to deliver our services in accordance with the ESG policy's aims.

All colleagues are responsible for adhering to all ESG-related policies, procedures, and guidelines communicated, including environmental regulations, our Code of Conduct, and people policies.

## **Supporting policies**

- Group Quality, Health, Safety & Environment Policy Statement
- Group Modern Slavery Policy
- OCS Code of Conduct
- Responsible and Sustainable Procurement Policy



## Guiding principles

- Work in partnership with our customers, suppliers, and colleagues to collectively reduce our environmental impact
- Leverage our reach as a global employer to advance social mobility
- Showcase our commitment to ethical business practices through tangible and measurable actions

## Environmental commitments

We recognise the importance of environmental sustainability and are committed to minimising our impact on the environment. We will:

- Reduce our reliance on natural resources by leveraging technologies to drive energy efficiencies, transition to electric and hybrid vehicles, and embed sustainable practices within our operations
- We work in partnership with our customers to support and influence their sustainability objectives through effective energy, chemical, and waste management systems
- Develop strong partnerships with suppliers that share our sustainability goals through responsible and sustainable procurement to drive positive change through our supply chain
- Embed sustainable behaviours into everything we do, through education training, enhanced policies, and targeted campaigns, to motivate all our colleagues to take steps big and small to minimise the environmental cost
- Expand our partnerships with change-makers, such as governments, NGOs, or our customers, to add value, drive sustainable best practices, and bring about positive change in the communities we operate in

## Social commitments

We are committed to providing a safe, inclusive, and respectful workplace where everyone can be their true self and actively participating in local communities to make a positive impact. We will:

- Continue to grow our partnerships with local NGOs, employment projects, and government initiatives that successfully support people from socio-economically disadvantaged backgrounds to ensure we recruit from the widest possible talent pool
- Provide access to valuable and long-lasting careers through investment in learning and development, apprenticeships, scholarships, and developing career pathways
- Foster and invest in a diverse and inclusive culture that truly reflects the global nature of our business, as encompassed in our Code of Conduct, which outlines our zero tolerance for discrimination or unethical behaviour
- Meaningfully support the communities we work in through our supply chain, securing products and services from diverse suppliers such as small businesses and local enterprises where possible, and working with our supply partners to add social and economic value beyond our own direct employment

### Governance commitments

As an ethical business with a long family history, we are committed to doing business in the right way, growing a successful business that is respected and valued through the lens of sustainability and social value. We will:

- Maintain high ethical standards outlined in our Code of Conduct and communicated through our values that guide the behaviours of our leadership, colleagues, and other stakeholders
- Establish strong governance structures and processes that ensure transparency and accountability at all levels, fostering trust among colleagues, partners, customers, and the wider community
- Foster a culture of continuous improvement by regularly monitoring our ESG performance and leveraging our combined expertise to navigate challenges, seize opportunities, and find innovative solutions
- Ensure compliance with all relevant laws, regulations, and industry standards through well-defined policies and procedures, regular monitoring and review from independent external bodies, and continuous improvement

**This ESG Policy Statement underscores our unwavering commitment to being a responsible and sustainable business that adds value to the communities in which we operate. We will consistently assess and revise this policy to align with changes in our business, industry, and regulations. OCS Group is dedicated to making a positive impact on the world through our ESG efforts, and our success will not be measured by words but by our actions.**

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**Bob Taylor**  
Group Chief Operating Officer

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**Peter Seeley**  
Group Head of ESG